

TITLE: ECONOMIST

CLASSIFICATION: ECONOMIST 27

CONTEXT - FOR REVIEW PURPOSES ONLY – PLEASE DELETE THIS TEXT BOX PRIOR TO POSTING

Economists apply economic tools and theory to real-world problems. Economic analysis will minimally include database and spreadsheet development, use of econometric theory and techniques and applied cost-benefit analysis.

This job profile is considered to be the full professional working level for economists. It is located in a centralized branch responsible for Ministry-wide economic analysis and/or decision support research; or in a program area accountable for governance of an industry or sector where there are major economic impacts to the Province.

Note: A Master's Degree in Economics is a requirement of this job profile. Changing the educational requirements of this job profile requires consultation with Classification Services and may result in a different classification level.

JOB OVERVIEW

To design and implement complex statistical analysis and economic modelling projects, and advise senior executives on matters directly impacting goals, objectives and financial commitments of a ministry or Government.

ACCOUNTABILITIES

Required:

- Plans, leads and conducts complex economic and policy analysis and forecasting projects to assess the implications of new or changed legislation, policies, or initiatives.
- Develops forecasting models required to support strategic decision making and policy and program development.
- Defines scope, objectives, indicators, data requirements and evaluation strategies of studies.
- Conducts cost-benefit analysis of large volumes of complex data; tests robustness of assumptions and checks calculations.
- Identifies data needs and sources and manages and oversees the design and maintenance of databases for critical information.
- Provides expert advice and assistance on the use and interpretation of data from various economic instruments, statistical methods, and analytical approaches.
- Represents the Ministry in discussions with other jurisdictions or other levels of government on the economic impacts of initiatives.

- Represents the ministry at related inter-ministry, inter-governmental, industry or sector committees, conferences, or working groups.
- Participates in negotiations on high profile issues with industry, other levels of government or stakeholders.
- Prepares written and oral interpretations of complex information to both technical and non-technical audiences
- Prepares Treasury Board and Cabinet submissions, Minister's correspondence, briefing notes, and position papers.
- Prepares major government/sector publications and reports.
- Provides direct briefings to senior executive and Treasury Board on area of expertise.
- Maintains current knowledge of related academic literature.
- Maintains familiarity with trends, programs, policies, regulatory and economic tools in other relevant jurisdictions, industries and/or sectors.

Optional Accountabilities: - FOR REVIEW PURPOSES ONLY – PLEASE CHOOSE RELEVANT OPTIONAL ACCOUNTABILITIES AND "CUT AND PASTE" TO THE "REQUIRED" SECTION ABOVE. PLEASE DELETE THIS TEXT BOX PRIOR TO POSTING.

- Manages projects including the development of the project charter, documentation, contractors, consultations, resources and deliverables.
- Supervises staff including assignment of work, development and evaluation of performance plans and approval of leave.

JOB REQUIREMENTS

- Master's Degree in Economics or a specialized field of economics (e.g., Economic Development, Financial Economics, International Economics).
- Experience in the design and implementation of statistical analysis and economic modelling projects.
- Successful completion of security screening requirements of the BC Public Service, which may include a criminal records check, and/or Criminal Records Review Act (CRRA) check, and/or enhanced security screening checks as required by the ministry (**Note: It is important that you read the job posting carefully to understand the specific security screening requirements pertaining to the position**).

BEHAVIOURAL COMPETENCIES

- **Commitment to Continuous Learning** involves a commitment to think about the ongoing and evolving needs of the organization and to learn how new and different solutions can be utilized to ensure success and move the organization forward.
- **Conceptual Thinking** is the ability to identify patterns or connections between situations that are not obviously related, and to identify key or underlying issues in complex situations. It includes using

creative, conceptual or inductive reasoning or thought processes that are not necessarily categorized by linear thinking.

- **Impact and Influence** is the ability to influence, persuade, or convince others to adopt a specific course of action. It involves the use of persuasive techniques, presentations or negotiation skills to achieve desired results.
- **Planning, Organizing and Coordinating** involves proactively planning, establishing priorities and allocating resources. It is expressed by developing and implementing increasingly complex plans. It also involves monitoring and adjusting work to accomplish goals and deliver to the organization's mandate.

FOR REVIEW PURPOSES ONLY – SUGGESTED COMPETENCIES LISTED ABOVE COMPLEMENT THE REQUIRED ACCOUNTABILITIES FOR THIS JOB PROFILE. CORE PUBLIC SERVICE COMPETENCIES OF TEAMWORK AND COOPERATION, SERVICE ORIENTATION AND RESULTS ORIENTATION CAN ALSO BE USED. FOR A COMPLETE LIST OF COMPETENCY DESCRIPTIONS PLEASE SEE [COMPETENCIES](#).

[INDIGENOUS RELATIONS COMPETENCIES](#) ARE ALSO AVAILABLE. SUPERVISORS AND EMPLOYEES WILL APPLY THESE COMPETENCIES SEPARATELY OR IN CONJUNCTION WITH THE OTHER COMPETENCIES. DEVELOPED WITH INDIGENOUS COMMUNITIES, THESE INDIGENOUS RELATIONS COMPETENCIES ARE CRITICAL FOR RECRUITING AND HIRING, ENGAGING EMPLOYEES, EVALUATING AND MANAGING PERFORMANCE, AND IDENTIFYING LEARNING AND DEVELOPMENT DIRECTION, REGARDLESS OF WHETHER A JOB HAS DIRECT OR INDIRECT INDIGENOUS RELATIONS RESPONSIBILITIES.

PLEASE DELETE THIS TEXT BOX PRIOR TO POSTING.

TITLE: ECONOMIST

CLASSIFICATION: ECONOMIST 27

CONTEXT - FOR REVIEW PURPOSES ONLY – PLEASE DELETE THIS TEXT BOX PRIOR TO POSTING

Economists apply economic tools and theory to real-world problems. Economic analysis will minimally include database and spreadsheet development, use of econometric theory and techniques and applied cost-benefit analysis.

This job profile is considered to be the full professional working level for economists. It is located in a centralized branch responsible for Ministry-wide economic analysis and/or decision support research; or in a program area accountable for governance of an industry or sector where there are major economic impacts to the Province.

Note: A Master's Degree or PhD in Economics or a closely related field is a requirement of this job profile. Changing the educational requirements of this job profile requires consultation with Classification Services and may result in a different classification level.

JOB OVERVIEW

To design and implement complex statistical analysis and economic modelling projects, and advise senior executives on matters directly impacting goals, objectives and financial commitments of a ministry or Government.

ACCOUNTABILITIES

Required:

- Plans, leads, and conducts complex economic and policy analysis and forecasting projects to assess the implications of new or changed legislation, policies, or initiatives.
- Develops forecasting models required to support strategic decision making and policy and program development.
- Defines scope, objectives, indicators, data requirements and evaluation strategies of studies.
- Conducts cost-benefit analysis of large volumes of complex data, tests robustness of assumptions and checks calculations.
- Identifies data needs and sources and manages and oversees the design and maintenance of databases for critical information.
- Provides expert advice and assistance on the use and interpretation of data from various economic instruments, statistical methods, and analytical approaches.
- Represents the Ministry in discussions with other jurisdictions or other levels of government on the economic impacts of initiatives.

Career Group:

Policy Research & Economics

Job Family:

Economics

Job Stream:

Role:

Professional

Revised Date:

November 2023

- Represents the ministry at related inter-ministry, inter-governmental, industry or sector committees, conferences, or working groups.
- Participates in negotiations on high profile issues with industry, other levels of government or stakeholders.
- Prepares written and oral interpretations of complex information to both technical and non-technical audiences.
- Prepares Treasury Board and Cabinet submissions, Minister's correspondence, briefing notes, and position papers.
- Prepares major government/sector publications and reports.
- Provides direct briefings to senior executive and Treasury Board on area of expertise.
- Maintains current knowledge of related academic literature.
- Maintains familiarity with trends, programs, policies, regulatory and economic tools in other relevant jurisdictions, industries and/or sectors.

Optional Accountabilities: - FOR REVIEW PURPOSES ONLY – PLEASE CHOOSE RELEVANT OPTIONAL ACCOUNTABILITIES AND "CUT AND PASTE" TO THE "REQUIRED" SECTION ABOVE. PLEASE DELETE THIS TEXT BOX PRIOR TO POSTING.

- Manages projects including the development of the project charter, documentation, contractors, consultations, resources and deliverables.
- Supervises staff including assignment of work, development and evaluation of performance plans and approval of leave.

JOB REQUIREMENTS

- Master's Degree in Economics or a specialized field of economics (e.g., Economic Development, Financial Economics, International Economics) or an equivalent Master's Degree or PhD in a closely related field (e.g., Statistics, Mathematics) and two years of related experience.

Related experience includes the following:

- Experience in the design and implementation of statistical analysis and economic modelling projects.
- Successful completion of security screening requirements of the BC Public Service, which may include a criminal records check, and/or Criminal Records Review Act (CRRA) check, and/or enhanced security screening checks as required by the ministry (**Note: It is important that you read the job posting carefully to understand the specific security screening requirements pertaining to the position**).

BEHAVIOURAL COMPETENCIES

- **Commitment to Continuous Learning** involves a commitment to think about the ongoing and evolving needs of the organization and to learn how new and different solutions can be utilized to ensure success and move the organization forward.

Career Group:

Policy Research & Economics

Job Family:

Economics

Job Stream:

Role:

Professional

Revised Date:

November 2023

- **Conceptual Thinking** is the ability to identify patterns or connections between situations that are not obviously related, and to identify key or underlying issues in complex situations. It includes using creative, conceptual or inductive reasoning or thought processes that are not necessarily categorized by linear thinking.
- **Impact and Influence** is the ability to influence, persuade, or convince others to adopt a specific course of action. It involves the use of persuasive techniques, presentations or negotiation skills to achieve desired results.
- **Planning, Organizing and Coordinating** involves proactively planning, establishing priorities and allocating resources. It is expressed by developing and implementing increasingly complex plans. It also involves monitoring and adjusting work to accomplish goals and deliver to the organization's mandate.

FOR REVIEW PURPOSES ONLY – SUGGESTED COMPETENCIES LISTED ABOVE COMPLEMENT THE REQUIRED ACCOUNTABILITIES FOR THIS JOB PROFILE. CORE PUBLIC SERVICE COMPETENCIES OF TEAMWORK AND COOPERATION, SERVICE ORIENTATION AND RESULTS ORIENTATION CAN ALSO BE USED. FOR A COMPLETE LIST OF COMPETENCY DESCRIPTIONS PLEASE SEE [COMPETENCIES](#).

[INDIGENOUS RELATIONS COMPETENCIES](#) ARE ALSO AVAILABLE. SUPERVISORS AND EMPLOYEES WILL APPLY THESE COMPETENCIES SEPARATELY OR IN CONJUNCTION WITH THE OTHER COMPETENCIES. DEVELOPED WITH INDIGENOUS COMMUNITIES, THESE INDIGENOUS RELATIONS COMPETENCIES ARE CRITICAL FOR RECRUITING AND HIRING, ENGAGING EMPLOYEES, EVALUATING AND MANAGING PERFORMANCE, AND IDENTIFYING LEARNING AND DEVELOPMENT DIRECTION, REGARDLESS OF WHETHER A JOB HAS DIRECT OR INDIRECT INDIGENOUS RELATIONS RESPONSIBILITIES.

PLEASE DELETE THIS TEXT BOX PRIOR TO POSTING.

TITLE: SENIOR ECONOMIST

CLASSIFICATION: ECONOMIST 30

CONTEXT - FOR REVIEW PURPOSES ONLY – PLEASE DELETE THIS TEXT BOX PRIOR TO POSTING

Economists apply economic tools and theory to real-world problems. Economic analysis will minimally include database and spreadsheet development, use of econometric theory and techniques and applied cost-benefit analysis.

Economists at this level function in a specialty area, exist in a ministry central economic analysis branch or are leaders in economic analysis of significant importance and impact to government (e.g., labour market economics, international oil and gas pricing, climate change or land and resource management).

Note: A Master's Degree or PhD in Economics or a closely related field is a requirement of this job profile. Changing the educational requirements of this job profile requires consultation with Classification Services and may result in a different classification level.

JOB OVERVIEW

To lead the design and implementation of major and complex statistical and policy analysis projects and provide authoritative advice as a recognized economics expert, to government executive, on matters impacting strategic direction, major financial commitments and significant government priorities.

ACCOUNTABILITIES

Required:

- Provides economic expertise for a sector or high-profile specialty area having major economic implications.
- Provides direct briefings to the Minister, Deputy Minister, Treasury Board and often Cabinet, or Cabinet Committees, as an essential support for strategic decision making on policy, programs and legislation.
- Represents the ministry or government on task forces and committees, with the authority to negotiate high profile agreements with industry, other jurisdictions, or other levels of government where there is significant controversy, complexity and economic impact associated with the agreements.
- Leads the design and implementation of major and complex economic modelling projects.
- Defines the scope, objectives, data and resource requirements and evaluation strategies.
- Manages major projects related to economic analysis, policy development or policy/program evaluation.
- Interprets findings and prepares and presents reports and recommendations on results, trends, and options.

Career Group:

Policy Research & Economics

Job Family:

Economics

Job Stream:

Role:

Professional

Revised Date:

October 2023

- Contributes to the development, enhancement and use of major internal and external data applications including the incorporation of new data sources and development and enforcement of data quality standards.
- Analyses economic forecasts and position papers prepared by other jurisdictions or interest groups on major initiatives and recommends corporate responses.
- Prepares and presents interpretive reports on current economic and quantitative analyses, trends, and patterns to both technical and non-technical audiences.
- Prepares and/or manages the preparation of issue papers, briefing notes, estimates, submissions, responses and other documents.
- Develops and maintains working relationships with external stakeholders (i.e. other governments, academia and industry).
- Provides work direction to employees and/or consultants performing economic development, analysis and research.
- Maintains a current knowledge of relevant policy and academic literature.

Optional Accountabilities: - FOR REVIEW PURPOSES ONLY – PLEASE CHOOSE RELEVANT OPTIONAL ACCOUNTABILITIES AND “CUT AND PASTE” TO THE “REQUIRED” SECTION ABOVE. PLEASE DELETE THIS TEXT BOX PRIOR TO POSTING.

- Initiates and manages consultations on broad policy issues, particularly those that cross jurisdictional boundaries, affect multiple stakeholders, and have potential legislative and regulatory impacts.
- Supervises staff including assignment of work, development and evaluation of performance plans and approval of leave.

JOB REQUIREMENTS

- Master’s Degree in Economics or a specialized field of economics (e.g., Economic Development, Financial Economics, International Economics), or an equivalent Master’s Degree or PhD in a closely related field (e.g., Statistics, Mathematics).
- Experience conducting and leading major and complex economic studies and research projects.
- Successful completion of security screening requirements of the BC Public Service, which may include a criminal records check, and/or Criminal Records Review Act (CRRA) check, and/or enhanced security screening checks as required by the ministry (**Note: It is important that you read the job posting carefully to understand the specific security screening requirements pertaining to the position**).

BEHAVIOURAL COMPETENCIES

- **Commitment to Continuous Learning** involves a commitment to think about the ongoing and evolving needs of the organization and to learn how new and different solutions can be utilized to ensure success and move the organization forward.

Career Group:	Job Family:	Job Stream:	Role:	Revised Date:
Policy Research & Economics	Economics		Professional	October 2023

- **Conceptual Thinking** is the ability to identify patterns or connections between situations that are not obviously related, and to identify key or underlying issues in complex situations. It includes using creative, conceptual or inductive reasoning or thought processes that are not necessarily categorized by linear thinking.
- **Impact and Influence** is the ability to influence, persuade, or convince others to adopt a specific course of action. It involves the use of persuasive techniques, presentations or negotiation skills to achieve desired results.
- **Planning, Organizing and Coordinating** involves proactively planning, establishing priorities and allocating resources. It is expressed by developing and implementing increasingly complex plans. It also involves monitoring and adjusting work to accomplish goals and deliver to the organization's mandate.

FOR REVIEW PURPOSES ONLY – SUGGESTED COMPETENCIES LISTED ABOVE COMPLEMENT THE REQUIRED ACCOUNTABILITIES FOR THIS JOB PROFILE. CORE PUBLIC SERVICE COMPETENCIES OF TEAMWORK AND COOPERATION, SERVICE ORIENTATION AND RESULTS ORIENTATION CAN ALSO BE USED. FOR A COMPLETE LIST OF COMPETENCY DESCRIPTIONS PLEASE SEE [COMPETENCIES](#).

[INDIGENOUS RELATIONS COMPETENCIES](#) ARE ALSO AVAILABLE. SUPERVISORS AND EMPLOYEES WILL APPLY THESE COMPETENCIES SEPARATELY OR IN CONJUNCTION WITH THE OTHER COMPETENCIES. DEVELOPED WITH INDIGENOUS COMMUNITIES, THESE INDIGENOUS RELATIONS COMPETENCIES ARE CRITICAL FOR RECRUITING AND HIRING, ENGAGING EMPLOYEES, EVALUATING AND MANAGING PERFORMANCE, AND IDENTIFYING LEARNING AND DEVELOPMENT DIRECTION, REGARDLESS OF WHETHER A JOB HAS DIRECT OR INDIRECT INDIGENOUS RELATIONS RESPONSIBILITIES.

PLEASE DELETE THIS TEXT BOX PRIOR TO POSTING.

TITLE: SENIOR ECONOMIST

CLASSIFICATION: ECONOMIST 30

CONTEXT - FOR REVIEW PURPOSES ONLY – PLEASE DELETE THIS TEXT BOX PRIOR TO POSTING

Economists apply economic tools and theory to real-world problems. Economic analysis will minimally include database and spreadsheet development, use of econometric theory and techniques and applied cost-benefit analysis.

Economists at this level function in a specialty area, exist in a ministry central economic analysis branch or are leaders in economic analysis of significant importance and impact to government (e.g., labour market economics, international oil and gas pricing, climate change or land and resource management).

Note: A Master's Degree in Economics is a requirement of this job profile. Changing the educational requirements of this job profile requires consultation with Classification Services and may result in a different classification level.

JOB OVERVIEW

To lead the design and implementation of major and complex statistical and policy analysis projects and provide authoritative advice as a recognized economics expert, to government executive, on matters impacting strategic direction, major financial commitments and significant government priorities.

ACCOUNTABILITIES

Required:

- Provides economic expertise for a sector or high-profile specialty area having major economic implications.
- Provides direct briefings to the Minister, Deputy Minister, Treasury Board and often Cabinet, or Cabinet Committees, as an essential support for strategic decision making on policy, programs and legislation.
- Represents the ministry or government on task forces and committees, with the authority to negotiate high profile agreements with industry, other jurisdictions, or other levels of government where there is significant controversy, complexity and economic impact associated with the agreements.
- Leads the design and implementation of major and complex economic modelling projects.
- Defines the scope, objectives, data and resource requirements and evaluation strategies.
- Manages major projects related to economic analysis, policy development or policy/program evaluation.
- Interprets findings and prepares and presents reports and recommendations on results, trends, and options.

Career Group:

Policy Research & Economics

Job Family:

Economics

Job Stream:

Role:

Professional

Revised Date:

September 2023

- Contributes to the development, enhancement and use of major internal and external data applications including the incorporation of new data sources and development and enforcement of data quality standards.
- Analyses economic forecasts and position papers prepared by other jurisdictions or interest groups on major initiatives and recommends corporate responses.
- Prepares and presents interpretive reports on current economic and quantitative analyses, trends, and patterns to both technical and non-technical audiences.
- Prepares and/or manages the preparation of issue papers, briefing notes, estimates, submissions, responses and other documents.
- Develops and maintains working relationships with external stakeholders (i.e. other governments, academia and industry).
- Provides work direction to employees and/or consultants performing economic development, analysis and research.
- Maintains a current knowledge of relevant policy and academic literature.

Optional Accountabilities: - FOR REVIEW PURPOSES ONLY – PLEASE CHOOSE RELEVANT OPTIONAL ACCOUNTABILITIES AND “CUT AND PASTE” TO THE “REQUIRED” SECTION ABOVE. PLEASE DELETE THIS TEXT BOX PRIOR TO POSTING.

- Initiates and manages consultations on broad policy issues, particularly those that cross jurisdictional boundaries, affect multiple stakeholders, and have potential legislative and regulatory impacts.
- Supervises staff including assignment of work, development and evaluation of performance plans and approval of leave.

JOB REQUIREMENTS

- Master’s Degree in Economics or a specialized field of economics (e.g., Economic Development, Financial Economics, International Economics).
- Experience conducting and leading major and complex economic studies and research projects.
- Successful completion of security screening requirements of the BC Public Service, which may include a criminal records check, and/or Criminal Records Review Act (CRRA) check, and/or enhanced security screening checks as required by the ministry (**Note: It is important that you read the job posting carefully to understand the specific security screening requirements pertaining to the position**).

BEHAVIOURAL COMPETENCIES

- **Commitment to Continuous Learning** involves a commitment to think about the ongoing and evolving needs of the organization and to learn how new and different solutions can be utilized to ensure success and move the organization forward.

Career Group:

Policy Research & Economics

Job Family:

Economics

Job Stream:

Role:

Professional

Revised Date:

September 2023

- **Conceptual Thinking** is the ability to identify patterns or connections between situations that are not obviously related, and to identify key or underlying issues in complex situations. It includes using creative, conceptual or inductive reasoning or thought processes that are not necessarily categorized by linear thinking.
- **Impact and Influence** is the ability to influence, persuade, or convince others to adopt a specific course of action. It involves the use of persuasive techniques, presentations or negotiation skills to achieve desired results.
- **Planning, Organizing and Coordinating** involves proactively planning, establishing priorities and allocating resources. It is expressed by developing and implementing increasingly complex plans. It also involves monitoring and adjusting work to accomplish goals and deliver to the organization's mandate.

FOR REVIEW PURPOSES ONLY – SUGGESTED COMPETENCIES LISTED ABOVE COMPLEMENT THE REQUIRED ACCOUNTABILITIES FOR THIS JOB PROFILE. CORE PUBLIC SERVICE COMPETENCIES OF TEAMWORK AND COOPERATION, SERVICE ORIENTATION AND RESULTS ORIENTATION CAN ALSO BE USED. FOR A COMPLETE LIST OF COMPETENCY DESCRIPTIONS PLEASE SEE [COMPETENCIES](#).

[INDIGENOUS RELATIONS COMPETENCIES](#) ARE ALSO AVAILABLE. SUPERVISORS AND EMPLOYEES WILL APPLY THESE COMPETENCIES SEPARATELY OR IN CONJUNCTION WITH THE OTHER COMPETENCIES. DEVELOPED WITH INDIGENOUS COMMUNITIES, THESE INDIGENOUS RELATIONS COMPETENCIES ARE CRITICAL FOR RECRUITING AND HIRING, ENGAGING EMPLOYEES, EVALUATING AND MANAGING PERFORMANCE, AND IDENTIFYING LEARNING AND DEVELOPMENT DIRECTION, REGARDLESS OF WHETHER A JOB HAS DIRECT OR INDIRECT INDIGENOUS RELATIONS RESPONSIBILITIES.

PLEASE DELETE THIS TEXT BOX PRIOR TO POSTING.

TITLE: SENIOR ECONOMIST

CLASSIFICATION: ECONOMIST 30

CONTEXT - FOR REVIEW PURPOSES ONLY – PLEASE DELETE THIS TEXT BOX PRIOR TO POSTING

Economists apply economic tools and theory to real-world problems. Economic analysis will minimally include database and spreadsheet development, use of econometric theory and techniques and applied cost-benefit analysis.

Economists at this level function in a specialty area, exist in a ministry central economic analysis branch or are leaders in economic analysis of significant importance and impact to government (e.g., labour market economics, international oil and gas pricing, climate change or land and resource management).

Note: A Master's Degree or PhD in Economics in a closely related field is a requirement of this job profile. Changing the educational requirements of this job profile requires consultation with Classification Services and may result in a different classification level.

JOB OVERVIEW

To lead the design and implementation of major and complex statistical and policy analysis projects and provide authoritative advice as a recognized economics expert, to government executive, on matters impacting strategic direction, major financial commitments, and significant government priorities.

ACCOUNTABILITIES

Required:

- Provides economic expertise for a sector or high-profile specialty area having major economic implications.
- Provides direct briefings to the Minister, Deputy Minister, Treasury Board and often Cabinet, or Cabinet Committees, as an essential support for strategic decision making on policy, programs, and legislation.
- Represents the ministry or government on task forces and committees, with the authority to negotiate high profile agreements with industry, other jurisdictions, or other levels of government where there is significant controversy, complexity and economic impact associated with the agreements.
- Leads the design and implementation of major and complex economic modelling projects.
- Defines the scope, objectives, data and resource requirements and evaluation strategies.
- Manages major projects related to economic analysis, policy development or policy/program evaluation.
- Interprets findings and prepares and presents reports and recommendations on results, trends, and options.

Career Group:

Policy Research & Economics

Job Family:

Economics

Job Stream:

Role:

Professional

Revised Date:

November 2023

- Contributes to the development, enhancement and use of major internal and external data applications including the incorporation of new data sources and development and enforcement of data quality standards.
- Analyses economic forecasts and position papers prepared by other jurisdictions or interest groups on major initiatives and recommends corporate responses.
- Prepares and presents interpretive reports on current economic and quantitative analyses, trends, and patterns to both technical and non-technical audiences.
- Prepares and/or manages the preparation of issue papers, briefing notes, estimates, submissions, responses, and other documents.
- Develops and maintains working relationships with external stakeholders (i.e., other governments, academia, and industry).
- Provides work direction to employees and/or consultants performing economic development, analysis, and research.
- Maintains a current knowledge of relevant policy and academic literature.

Optional Accountabilities: - FOR REVIEW PURPOSES ONLY – PLEASE CHOOSE RELEVANT OPTIONAL ACCOUNTABILITIES AND “CUT AND PASTE” TO THE “REQUIRED” SECTION ABOVE. PLEASE DELETE THIS TEXT BOX PRIOR TO POSTING.

- Initiates and manages consultations on broad policy issues, particularly those that cross jurisdictional boundaries, affect multiple stakeholders, and have potential legislative and regulatory impacts.
- Supervises staff including assignment of work, development and evaluation of performance plans and approval of leave.

JOB REQUIREMENTS

- Master’s Degree in Economics or a specialized field of economics (e.g., Economic Development, Financial Economics, International Economics), or an equivalent Master’s Degree or PhD in a closely related field (e.g., Statistics, Mathematics) and three years of related experience.
- Experience conducting and leading major and complex economic studies and research projects.
- Successful completion of security screening requirements of the BC Public Service, which may include a criminal records check, and/or Criminal Records Review Act (CRRA) check, and/or enhanced security screening checks as required by the ministry (**Note: It is important that you read the job posting carefully to understand the specific security screening requirements pertaining to the position**).

BEHAVIOURAL COMPETENCIES

- **Commitment to Continuous Learning** involves a commitment to think about the ongoing and evolving needs of the organization and to learn how new and different solutions can be utilized to ensure success and move the organization forward.

Career Group:

Policy Research & Economics

Job Family:

Economics

Job Stream:

Role:

Professional

Revised Date:

November 2023

- **Conceptual Thinking** is the ability to identify patterns or connections between situations that are not obviously related, and to identify key or underlying issues in complex situations. It includes using creative, conceptual or inductive reasoning or thought processes that are not necessarily categorized by linear thinking.
- **Impact and Influence** is the ability to influence, persuade, or convince others to adopt a specific course of action. It involves the use of persuasive techniques, presentations or negotiation skills to achieve desired results.
- **Planning, Organizing and Coordinating** involves proactively planning, establishing priorities and allocating resources. It is expressed by developing and implementing increasingly complex plans. It also involves monitoring and adjusting work to accomplish goals and deliver to the organization's mandate.

FOR REVIEW PURPOSES ONLY – SUGGESTED COMPETENCIES LISTED ABOVE COMPLEMENT THE REQUIRED ACCOUNTABILITIES FOR THIS JOB PROFILE. CORE PUBLIC SERVICE COMPETENCIES OF TEAMWORK AND COOPERATION, SERVICE ORIENTATION AND RESULTS ORIENTATION CAN ALSO BE USED. FOR A COMPLETE LIST OF COMPETENCY DESCRIPTIONS PLEASE SEE [COMPETENCIES](#).

[INDIGENOUS RELATIONS COMPETENCIES](#) ARE ALSO AVAILABLE. SUPERVISORS AND EMPLOYEES WILL APPLY THESE COMPETENCIES SEPARATELY OR IN CONJUNCTION WITH THE OTHER COMPETENCIES. DEVELOPED WITH INDIGENOUS COMMUNITIES, THESE INDIGENOUS RELATIONS COMPETENCIES ARE CRITICAL FOR RECRUITING AND HIRING, ENGAGING EMPLOYEES, EVALUATING AND MANAGING PERFORMANCE, AND IDENTIFYING LEARNING AND DEVELOPMENT DIRECTION, REGARDLESS OF WHETHER A JOB HAS DIRECT OR INDIRECT INDIGENOUS RELATIONS RESPONSIBILITIES.

PLEASE DELETE THIS TEXT BOX PRIOR TO POSTING.

From: [O'Shea, Philip B PSA:EX](#)
To: [Thumm, Krystle PSA:EX](#); [Faller, Warren PSA:EX](#); [McLachlan, Julia PSA:EX](#); [Mireau, Cory PSA:EX](#)
Subject: RE: ECON 27 Minimum Requirements/Positions with Hiring
Date: September 13, 2023 2:51:36 PM
Attachments: [image001.png](#)
[image002.jpg](#)
[image003.png](#)

I agree with Krystle's approach – s. 13

Cory, when you're back tomorrow morning, can you please connect in with Practice again to see what can be done?

From: Thumm, Krystle PSA:EX <Krystle.Thumm@gov.bc.ca>
Sent: Wednesday, September 13, 2023 2:41 PM
To: Faller, Warren PSA:EX <Warren.Faller@gov.bc.ca>; McLachlan, Julia PSA:EX <Julia.McLachlan@gov.bc.ca>; O'Shea, Philip B PSA:EX <Philip.OShea@gov.bc.ca>; Mireau, Cory PSA:EX <Cory.Mireau@gov.bc.ca>
Cc: Pepperdine, Kristi PSA:EX <Kristi.Pepperdine@gov.bc.ca>
Subject: RE: ECON 27 Minimum Requirements/Positions with Hiring

I was replying at the same time, this one is moving fast!!

s. 13

I will get the job store updated ASAP

Krystle Thümm | Classification Appeals Specialist
Total Compensation | Employee Relations Division | BC Public Service Agency
167 Lorne Street | Kamloops BC | V2C 1V9
250-312-6488

AskMyHR: www.gov.bc.ca/myhr/contact



From: Faller, Warren PSA:EX <Warren.Faller@gov.bc.ca>
Sent: Wednesday, September 13, 2023 2:39 PM
To: McLachlan, Julia PSA:EX <Julia.McLachlan@gov.bc.ca>; Thumm, Krystle PSA:EX <Krystle.Thumm@gov.bc.ca>; O'Shea, Philip B PSA:EX <Philip.OShea@gov.bc.ca>; Mireau, Cory PSA:EX <Cory.Mireau@gov.bc.ca>
Cc: Pepperdine, Kristi PSA:EX <Kristi.Pepperdine@gov.bc.ca>
Subject: RE: ECON 27 Minimum Requirements/Positions with Hiring

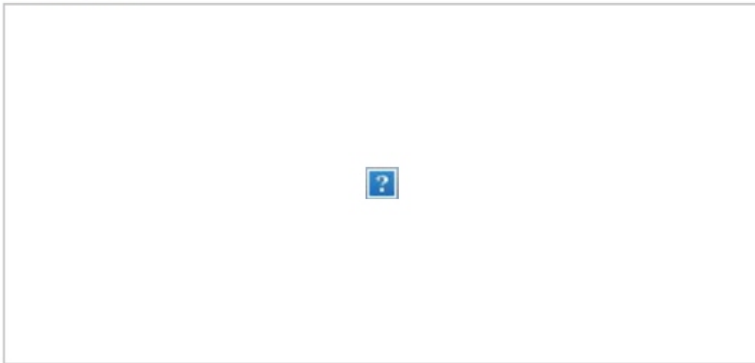
Warren Faller

Manager, Job Evaluation Governance and Appeals

Total Compensation | Employee Relations and Total Compensation | BC Public Service Agency

Fifth Floor, 1011 Fourth Avenue | Prince George, BC | V2L 4H9 | Phone **778.349.2381**

[AskMyHR](#)



Note: This message is confidential and may not be disclosed to anyone without the express written consent of the sender

From: McLachlan, Julia PSA:EX <Julia.McLachlan@gov.bc.ca>

Sent: Wednesday, September 13, 2023 2:35 PM

To: Faller, Warren PSA:EX <Warren.Faller@gov.bc.ca>; Thumm, Krystle PSA:EX <Krystle.Thumm@gov.bc.ca>; O'Shea, Philip B PSA:EX <Philip.OShea@gov.bc.ca>; Mireau, Cory PSA:EX <Cory.Mireau@gov.bc.ca>

Cc: Pepperdine, Kristi PSA:EX <Kristi.Pepperdine@gov.bc.ca>

Subject: RE: ECON 27 Minimum Requirements/Positions with Hiring

From: Faller, Warren PSA:EX <Warren.Faller@gov.bc.ca>

Sent: Wednesday, September 13, 2023 2:33 PM

To: Thumm, Krystle PSA:EX <Krystle.Thumm@gov.bc.ca>; O'Shea, Philip B PSA:EX <Philip.OShea@gov.bc.ca>; Mireau, Cory PSA:EX <Cory.Mireau@gov.bc.ca>

Cc: McLachlan, Julia PSA:EX <Julia.McLachlan@gov.bc.ca>; Pepperdine, Kristi PSA:EX <Kristi.Pepperdine@gov.bc.ca>

Subject: RE: ECON 27 Minimum Requirements/Positions with Hiring

I really like your suggestions Krystle.

s. 13

Cheers, Warren

Warren Faller

Manager, Job Evaluation Governance and Appeals

Total Compensation | Employee Relations and Total Compensation | BC Public Service Agency

Fifth Floor, 1011 Fourth Avenue | Prince George, BC | V2L 4H9 | Phone **778.349.2381**

[AskMyHR](#)



Note: This message is confidential and may not be disclosed to anyone without the express written consent of the sender

From: Thumm, Krystle PSA:EX <Krystle.Thumm@gov.bc.ca>

Sent: Wednesday, September 13, 2023 2:15 PM

To: Faller, Warren PSA:EX <Warren.Faller@gov.bc.ca>; O'Shea, Philip B PSA:EX <Philip.OShea@gov.bc.ca>; Mireau, Cory PSA:EX <Cory.Mireau@gov.bc.ca>

Cc: McLachlan, Julia PSA:EX <Julia.McLachlan@gov.bc.ca>; Pepperdine, Kristi PSA:EX <Kristi.Pepperdine@gov.bc.ca>

Subject: RE: ECON 27 Minimum Requirements/Positions with Hiring

Yes for sure, the current job quals in the job store profile are:

- A Master's Degree in Economics or closely related field such as statistics, commerce, or mathematics, **or equivalent.**
- Experience in the design and implementation of statistical analysis and economic modelling projects.

Krystle Thümm | Classification Appeals Specialist
Total Compensation | Employee Relations Division | BC Public Service Agency
167 Lorne Street | Kamloops BC | V2C 1V9
250-312-6488

AskMyHR: www.gov.bc.ca/myhr/contact



From: Faller, Warren PSA:EX <Warren.Faller@gov.bc.ca>
Sent: Wednesday, September 13, 2023 2:08 PM
To: O'Shea, Philip B PSA:EX <Philip.OShea@gov.bc.ca>; Mireau, Cory PSA:EX <Cory.Mireau@gov.bc.ca>
Cc: McLachlan, Julia PSA:EX <Julia.McLachlan@gov.bc.ca>; Pepperdine, Kristi PSA:EX <Kristi.Pepperdine@gov.bc.ca>; Thumm, Krystle PSA:EX <Krystle.Thumm@gov.bc.ca>
Subject: RE: ECON 27 Minimum Requirements/Positions with Hiring

Yes that's true, there are some that don't have true equivalencies such as planning officers, economists, cymh mental health clinicians, biologists now (but their designation is handled by the association).

Krystle has some suggestions on the quals if you want to share Krystle.

Warren Faller

Manager, Job Evaluation Governance and Appeals

Total Compensation | Employee Relations and Total Compensation | BC Public Service Agency

Fifth Floor, 1011 Fourth Avenue | Prince George, BC | V2L 4H9 | Phone **778.349.2381**

[AskMyHR](#)



Note: This message is confidential and may not be disclosed to anyone without the express written consent of the sender

From: O'Shea, Philip B PSA:EX <Philip.OShea@gov.bc.ca>
Sent: Wednesday, September 13, 2023 11:11 AM
To: Mireau, Cory PSA:EX <Cory.Mireau@gov.bc.ca>
Cc: McLachlan, Julia PSA:EX <Julia.McLachlan@gov.bc.ca>; Pepperdine, Kristi PSA:EX <Kristi.Pepperdine@gov.bc.ca>; Faller, Warren PSA:EX <Warren.Faller@gov.bc.ca>
Subject: RE: ECON 27 Minimum Requirements/Positions with Hiring

s. 13

From: Mireau, Cory PSA:EX <Cory.Mireau@gov.bc.ca>
Sent: Wednesday, September 13, 2023 11:07 AM
To: O'Shea, Philip B PSA:EX <Philip.OShea@gov.bc.ca>
Cc: McLachlan, Julia PSA:EX <Julia.McLachlan@gov.bc.ca>
Subject: RE: ECON 27 Minimum Requirements/Positions with Hiring

Hi Phil,

s. 13

s. 13

Please let me know your thoughts
Cory

From: O'Shea, Philip B PSA:EX <Philip.OShea@gov.bc.ca>
Sent: Wednesday, September 13, 2023 10:56 AM
To: Mireau, Cory PSA:EX <Cory.Mireau@gov.bc.ca>
Cc: McLachlan, Julia PSA:EX <Julia.McLachlan@gov.bc.ca>
Subject: RE: ECON 27 Minimum Requirements/Positions with Hiring

Hi Cory,

s. 13

-Phil

From: Mireau, Cory PSA:EX <Cory.Mireau@gov.bc.ca>
Sent: Wednesday, September 13, 2023 10:38 AM
To: O'Shea, Philip B PSA:EX <Philip.OShea@gov.bc.ca>
Subject: ECON 27 Minimum Requirements/Positions with Hiring

Hi Phil,

s. 13

s. 13

Thanks,

Cory Mireau, Classification Analyst (she/her)

Human Resources Services and Solutions | BC Public Service Agency

2nd Floor – 6475 Metral Drive | Nanaimo, BC | V9T 2L9

[AskMyHR](#)



From: [Faller, Warren PSA:EX](#)
To: [Thumm, Krystle PSA:EX](#)
Subject: RE: ECON 27 Minimum Requirements/Positions with Hiring
Date: September 13, 2023 2:12:45 PM
Attachments: [image003.jpg](#)
[image004.png](#)
[image005.png](#)

I like all your suggestions. Yes I agree. s. 13
s. 13

Warren Faller

Manager, Job Evaluation Governance and Appeals

Total Compensation | Employee Relations and Total Compensation | BC Public Service Agency

Fifth Floor, 1011 Fourth Avenue | Prince George, BC | V2L 4H9 | Phone **778.349.2381**

[AskMyHR](#)



Note: This message is confidential and may not be disclosed to anyone without the express written consent of the sender

From: Thumm, Krystle PSA:EX <Krystle.Thumm@gov.bc.ca>
Sent: Wednesday, September 13, 2023 11:49 AM
To: Faller, Warren PSA:EX <Warren.Faller@gov.bc.ca>
Subject: RE: ECON 27 Minimum Requirements/Positions with Hiring

Hi Warren,

s. 13

This topic has been brought up to me twice this week, and now this email was forwarded to me from Kristi as the third instance. I had it on my list to discuss with you tomorrow at our 1-on-1 but happy to discuss today if you'd like? Let me know if there's anything I can do to help.

Thanks Warren!

Krystle Thümm | Classification Appeals Specialist
Total Compensation | Employee Relations Division | BC Public Service Agency
167 Lorne Street | Kamloops BC | V2C 1V9
250-312-6488

AskMyHR: www.gov.bc.ca/myhr/contact



From: O'Shea, Philip B PSA:EX <Philip.OShea@gov.bc.ca>

Sent: Wednesday, September 13, 2023 11:11 AM
To: Mireau, Cory PSA:EX <Cory.Mireau@gov.bc.ca>
Cc: McLachlan, Julia PSA:EX <Julia.McLachlan@gov.bc.ca>; Pepperdine, Kristi PSA:EX <Kristi.Pepperdine@gov.bc.ca>; Faller, Warren PSA:EX <Warren.Faller@gov.bc.ca>
Subject: RE: ECON 27 Minimum Requirements/Positions with Hiring

s. 13

From: Mireau, Cory PSA:EX <Cory.Mireau@gov.bc.ca>
Sent: Wednesday, September 13, 2023 11:07 AM
To: O'Shea, Philip B PSA:EX <Philip.OShea@gov.bc.ca>
Cc: McLachlan, Julia PSA:EX <Julia.McLachlan@gov.bc.ca>
Subject: RE: ECON 27 Minimum Requirements/Positions with Hiring

Hi Phil,

s. 13

Please let me know your thoughts
Cory

From: O'Shea, Philip B PSA:EX <Philip.OShea@gov.bc.ca>
Sent: Wednesday, September 13, 2023 10:56 AM
To: Mireau, Cory PSA:EX <Cory.Mireau@gov.bc.ca>

Cc: McLachlan, Julia PSA:EX <Julia.McLachlan@gov.bc.ca>

Subject: RE: ECON 27 Minimum Requirements/Positions with Hiring

Hi Cory,

s. 13

-Phil

From: Mireau, Cory PSA:EX <Cory.Mireau@gov.bc.ca>

Sent: Wednesday, September 13, 2023 10:38 AM

To: O'Shea, Philip B PSA:EX <Philip.OShea@gov.bc.ca>

Subject: ECON 27 Minimum Requirements/Positions with Hiring

Hi Phil,

s. 13

Thanks,

Cory Mireau, Classification Analyst (she/her)

Human Resources Services and Solutions | BC Public Service Agency

2nd Floor – 6475 Metral Drive | Nanaimo, BC | V9T 2L9

[AskMyHR](#)



From: [Faller, Warren PSA:EX](#)
To: [Dixon, Beth PSA:EX](#)
Subject: RE: ECON 27R - Senior Economic Analyst_REQ 105011 [Incident: 230824-000624]
Date: October 16, 2023 1:47:57 PM
Attachments: [image001.png](#)
[image002.jpg](#)
[image003.png](#)
[image004.png](#)



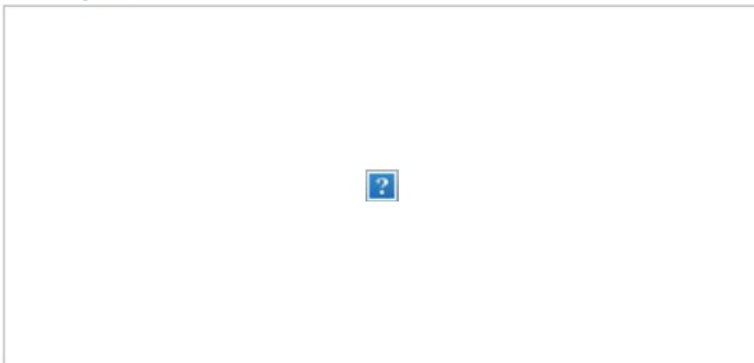
Warren Faller

Manager, Job Evaluation Governance and Appeals

Total Compensation | Employee Relations and Total Compensation | BC Public Service Agency

Fifth Floor, 1011 Fourth Avenue | Prince George, BC | V2L 4H9 | Phone **778.349.2381**

[AskMyHR](#)



Note: This message is confidential and may not be disclosed to anyone without the express written consent of the sender

From: Dixon, Beth PSA:EX <Beth.Dixon@gov.bc.ca>
Sent: Monday, October 16, 2023 1:38 PM
To: Faller, Warren PSA:EX <Warren.Faller@gov.bc.ca>
Subject: RE: ECON 27R - Senior Economic Analyst_REQ 105011 [Incident: 230824-000624]

Hi Warren,

I chatted about this with Teresa and it also coincides with a similar issue from PSEFS that Kim Steinmetz raised to Julia, Phil and me on Friday. I met this afternoon with Phil and Julia to discuss.

s. 13

Thanks,
Beth

Beth Dixon, Classification Appeals Specialist
(Pronouns: she/her/hers)
Total Compensation Branch | Employee Relations Division | BC Public Service Agency
8th Floor - 865 Hornby St | Vancouver BC | V6Z 1T9
236-455-1776 office | 604-250-9044 mobile

AskMyHR: www.gov.bc.ca/myhr/contact

Please note: This message is confidential and may not be disclosed to anyone without the express written consent of the sender.



From: Faller, Warren PSA:EX <Warren.Faller@gov.bc.ca>

Sent: Monday, October 16, 2023 9:13 AM

To: Dixon, Beth PSA:EX <Beth.Dixon@gov.bc.ca>

Subject: FW: ECON 27R - Senior Economic Analyst_REQ 105011 [Incident: 230824-000624]

Hi Beth, Can you take a look at this and then connect with Teresa, and decide what you think we should do. I remind you that you have profile editing authority haha If you'd like Krystle to go through for you that's fine too. whatever you think.

Thanks, Warren

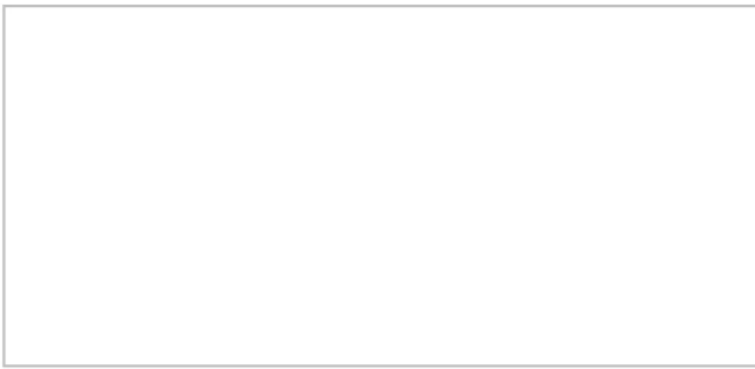
Warren Faller

Manager, Job Evaluation Governance and Appeals

Total Compensation | Employee Relations and Total Compensation | BC Public Service Agency

Fifth Floor, 1011 Fourth Avenue | Prince George, BC | V2L 4H9 | Phone **778.349.2381**

[AskMyHR](#)



Note: This message is confidential and may not be disclosed to anyone without the express written consent of the sender

From: Petrini, Teresa PSA:EX <Teresa.Petrini@gov.bc.ca>

Sent: Friday, October 6, 2023 12:19 PM

To: Faller, Warren PSA:EX <Warren.Faller@gov.bc.ca>

Subject: RE: ECON 27R - Senior Economic Analyst_REQ 105011 [Incident: 230824-000624]

Hey Warren!

s. 13

s. 13

Happy to brainstorm

Cheers,

Teresa

Teresa Petrini, Classification Specialist

Talent Acquisition and Classification Services | BC Public Service Agency

2nd Floor – 6475 Metral Drive | Nanaimo, BC

Ask MyHR: www.gov.bc.ca/myhr/contact



Think about the environment before printing.

From: Faller, Warren PSA:EX <Warren.Faller@gov.bc.ca>

Sent: Friday, October 6, 2023 10:55 AM

To: Petrini, Teresa PSA:EX <Teresa.Petrini@gov.bc.ca>

Subject: RE: ECON 27R - Senior Economic Analyst_REQ 105011 [Incident: 230824-000624]

s. 13

Warren Faller

Manager, Job Evaluation Governance and Appeals

Total Compensation | Employee Relations and Total Compensation | BC Public Service Agency

Fifth Floor, 1011 Fourth Avenue | Prince George, BC | V2L 4H9 | Phone **778.349.2381**

[AskMyHR](#)



Note: This message is confidential and may not be disclosed to anyone without the express written consent of the sender

From: Petrini, Teresa PSA:EX <Teresa.Petrini@gov.bc.ca>

Sent: Thursday, October 5, 2023 11:52 AM

To: Faller, Warren PSA:EX <Warren.Faller@gov.bc.ca>

Subject: FW: ECON 27R - Senior Economic Analyst_REQ 105011 [Incident: 230824-000624]

Hi Warren!

s. 13

s. 13

Sincerely,

Teresa

Teresa Petrini, Classification Specialist

Talent Acquisition and Classification Services | BC Public Service Agency

2nd Floor – 6475 Metral Drive | Nanaimo, BC

Ask MyHR: www.gov.bc.ca/myhr/contact



Think about the environment before printing.

From: Tromp, Cheryl ENV:EX <Cheryl.Tromp@gov.bc.ca>

Sent: Thursday, October 5, 2023 9:55 AM

To: Petrini, Teresa PSA:EX <Teresa.Petrini@gov.bc.ca>

Subject: FW: ECON 27R - Senior Economic Analyst_REQ 105011 [Incident: 230824-000624]

As noted in our call, s. 13

s. 13

Thank you,

Cheryl Tromp *(she/her)*

Manager, Division Operations

Climate Action Secretariat | Ministry of Environment and Climate Change Strategy

From: Ferguson, Jesse ENV:EX <Jesse.Ferguson@gov.bc.ca>

Sent: Tuesday, October 3, 2023 8:33 AM

To: MYHR PSA:EX <myhr@gov.bc.ca>

Subject: RE: ECON 27R - Senior Economic Analyst_REQ 105011 [Incident: 230824-000624]

Hi Beau,

I've received the below question from a potential applicant. s. 13

s. 13

I've removed some irrelevant parts of the

question to keep the length down.

Thanks,
Jesse

s. 22

From: MyHR <myhr@myhr.gov.bc.ca>
Sent: Monday, September 25, 2023 4:52 PM
To: Ferguson, Jesse ENV:EX <Jesse.Ferguson@gov.bc.ca>
Cc: Goldade, Shannon ENV:EX <Shannon.Goldade@gov.bc.ca>; Fisher, Jordi ENV:EX <Jordi.Fisher@gov.bc.ca>
Subject: ECON 27R - Senior Economic Analyst_REQ 105011 [Incident: 230824-000624]

Hello Jesse:

Now that your posting is live, I would like to provide the following resources to help you plan for a successful competition.

Please take a few minutes to watch our short instructional video about [Screening](#). You can access the full [Hiring for Managers series](#).

Next steps – for your action:

Become familiar with your [documentation requirements](#) and the [Competition Documentation Checklist](#). You must retain your competition file for a minimum of two years according to

governmental Records Management information schedules.

Key planning tips:

1. Watch our short instructional video about [Assessment](#).
2. Visit the Assessment and Selection section on the [Forms & Tools for Hiring Managers page](#)
 - [Planning and Conducting Interviews](#)
 - [Sample Behavioural Interview Questions](#)
 - [Guide to Conducting Interviews and Interview Template](#) (has a 10-point rating scale within)
 - [Competition Results Storyline](#)
 - [Interpretive Guide for Behavioural Competencies](#)
 - [Written Communications Skills Marking Guide](#)
3. Decide which of these templates you will use and start creating your assessment/interview questions. These templates will help you create proper documentation.

Coming up:

You are about to begin step 2 of 6 in the Hiring Process - the Screening Stage.

- Once your posting has closed, we will send your Closing Report with a Screening Table within two business days. You can typically conclude your final short-listing within 1 – 2 weeks.
- Before you begin your screening process, please review the [Screening Guidelines](#) document, the [Screening](#) page on MyHR and the [eligibility](#) of each applicant you are considering.

What's New - Changes to the eligibility to work in Canada question on questionnaire and how it is used for screening:

There is an updated eligibility to work in Canada question on the questionnaire.

You can now consider applicants with valid Temporary Work Permits and Study Permits for permanent positions. These candidates would be offered an auxiliary position and their offer letter will include language indicating that once they gain Permanent Residency or Canadian Citizenship, they can be offered a permanent position.

As the Hiring Manager, it is up to you to determine how you screen your applicants based on their eligibility to work in Canada.

Kind regards,

Beau Lee, Recruiter

Recruitment Service Delivery | Talent Acquisition and Classification Services | BC Public Service Agency
Direct Line (236) 468-1126

From: [Dixon, Beth PSA:EX](#)
To: [Faller, Warren PSA:EX](#); [Petrini, Teresa PSA:EX](#); [McLachlan, Julia PSA:EX](#); [O'Shea, Philip B PSA:EX](#)
Subject: RE: ECON 27R - Senior Economic Analyst_REQ 105011 [Incident: 230824-000624]
Date: October 24, 2023 11:35:00 AM
Attachments: [image003.png](#)
[image004.jpg](#)
[image005.png](#)

Hi all,

I can confirm that I made updates last week to Job Store profiles #159 and #160 for the context boxes and job requirements:

Context:

A Master's Degree or PhD in Economics or a closely related field is a requirement of this job profile.
s. 13

Job Requirements:

Master's Degree in Economics or a specialized field of economics (e.g., Economic Development, Financial Economics, International Economics) or an equivalent Master's Degree or PhD in a closely related field (e.g., Statistics, Mathematics).

My understanding from an earlier meeting is that the Hiring staff are also being made aware of this through Phil and Julia, so hopefully this will help mitigate any future issues with profile usage for posting.

Beth

Beth Dixon, Classification Appeals Specialist
(Pronouns: she/her/hers)
Total Compensation Branch | Employee Relations Division | BC Public Service Agency
8th Floor - 865 Hornby St | Vancouver BC | V6Z 1T9
236-455-1776 office | 604-250-9044 mobile

AskMyHR: www.gov.bc.ca/myhr/contact

Please note: This message is confidential and may not be disclosed to anyone without the express written consent of the sender.



From: Faller, Warren PSA:EX <Warren.Faller@gov.bc.ca>
Sent: Tuesday, October 24, 2023 10:44 AM
To: Petrini, Teresa PSA:EX <Teresa.Petrini@gov.bc.ca>; McLachlan, Julia PSA:EX <Julia.McLachlan@gov.bc.ca>; O'Shea, Philip B PSA:EX <Philip.OShea@gov.bc.ca>; Dixon, Beth

PSA:EX <Beth.Dixon@gov.bc.ca>

Subject: RE: ECON 27R - Senior Economic Analyst_REQ 105011 [Incident: 230824-000624]

We are okay with an equivalency and have updated the profiles to reflect this. I think the issue was we had not updated the context, but that has now been updated. Can you have your client connect with Jeremy to see if this meets their needs? [s. 13](#)

Would like to avoid this escalating, so if they have any feedback regarding our updated language, please have them send to us, or arrange a call with yourself and Beth Dixon is our contact.

Thanks Teresa!

Thanks, Warren

Warren Faller

Manager, Job Evaluation Governance and Appeals

Total Compensation | Employee Relations and Total Compensation | BC Public Service Agency

Fifth Floor, 1011 Fourth Avenue | Prince George, BC | V2L 4H9 | Phone **778.349.2381**

[AskMyHR](#)



Note: This message is confidential and may not be disclosed to anyone without the express written consent of the sender

From: Petrini, Teresa PSA:EX <Teresa.Petrini@gov.bc.ca>

Sent: Tuesday, October 24, 2023 10:25 AM

To: Faller, Warren PSA:EX <Warren.Faller@gov.bc.ca>; McLachlan, Julia PSA:EX <Julia.McLachlan@gov.bc.ca>; O'Shea, Philip B PSA:EX <Philip.OShea@gov.bc.ca>

Subject: FW: ECON 27R - Senior Economic Analyst_REQ 105011 [Incident: 230824-000624]

Hello Warren, Phil and Julia,

In follow up to our conversation below, and after speaking with Julia. I understand that Phil is working on this situation but thought I would loop back with all three of you. [s. 13](#)

Sincerely,

Teresa Petrini, Classification Specialist

Human Resource Services and Solutions Division | BC Public Service Agency

2nd Floor – 6475 Metral Drive | Nanaimo, BC

Ask MyHR: www.gov.bc.ca/myhr/contact



Think about the environment before printing.

From: Petrini, Teresa PSA:EX

Sent: Friday, October 6, 2023 12:19 PM

To: Faller, Warren PSA:EX <Warren.Faller@gov.bc.ca>

Subject: RE: ECON 27R - Senior Economic Analyst_REQ 105011 [Incident: 230824-000624]

Hey Warren!

s. 13

s. 13

Happy to brainstorm

Cheers,

Teresa

Teresa Petrini, Classification Specialist

Talent Acquisition and Classification Services | BC Public Service Agency

2nd Floor – 6475 Metral Drive | Nanaimo, BC

Ask MyHR: www.gov.bc.ca/myhr/contact



Think about the environment before printing.

From: Faller, Warren PSA:EX <Warren.Faller@gov.bc.ca>

Sent: Friday, October 6, 2023 10:55 AM

To: Petrini, Teresa PSA:EX <Teresa.Petrini@gov.bc.ca>

Subject: RE: ECON 27R - Senior Economic Analyst_REQ 105011 [Incident: 230824-000624]

s. 13

Warren Faller
Manager, Job Evaluation Governance and Appeals

Total Compensation | Employee Relations and Total Compensation | BC Public Service
Agency

Fifth Floor, 1011 Fourth Avenue | Prince George, BC | V2L 4H9 | Phone **778.349.2381**

[AskMyHR](#)



Note: This message is confidential and may not be disclosed to anyone without the express written consent of the sender

From: Petrini, Teresa PSA:EX <Teresa.Petrini@gov.bc.ca>

Sent: Thursday, October 5, 2023 11:52 AM

To: Faller, Warren PSA:EX <Warren.Faller@gov.bc.ca>

Subject: FW: ECON 27R - Senior Economic Analyst_REQ 105011 [Incident: 230824-000624]

Hi Warren!

Sincerely,

Teresa

Teresa Petrini, Classification Specialist

Talent Acquisition and Classification Services | BC Public Service Agency

2nd Floor – 6475 Metral Drive | Nanaimo, BC

Ask MyHR: www.gov.bc.ca/myhr/contact



Think about the environment before printing.

From: Tromp, Cheryl ENV:EX <Cheryl.Tromp@gov.bc.ca>

Sent: Thursday, October 5, 2023 9:55 AM

To: Petrini, Teresa PSA:EX <Teresa.Petrini@gov.bc.ca>

Subject: FW: ECON 27R - Senior Economic Analyst_REQ 105011 [Incident: 230824-000624]

As noted in our call, s. 13

Thank you,

Cheryl Tromp (she/her)

Manager, Division Operations

Climate Action Secretariat | Ministry of Environment and Climate Change Strategy

From: Ferguson, Jesse ENV:EX <Jesse.Ferguson@gov.bc.ca>

Sent: Tuesday, October 3, 2023 8:33 AM

To: MYHR PSA:EX <myhr@gov.bc.ca>

Subject: RE: ECON 27R - Senior Economic Analyst_REQ 105011 [Incident: 230824-000624]

Hi Beau,

I've received the below question from a potential applicant. ^{s. 13}

I've removed some irrelevant parts of the question to keep the length down.

Thanks,

Jesse

s. 22

From: MyHR <myhr@myhr.gov.bc.ca>

Sent: Monday, September 25, 2023 4:52 PM

To: Ferguson, Jesse ENV:EX <Jesse.Ferguson@gov.bc.ca>

Cc: Goldade, Shannon ENV:EX <Shannon.Goldade@gov.bc.ca>; Fisher, Jordi ENV:EX <Jordi.Fisher@gov.bc.ca>

Subject: ECON 27R - Senior Economic Analyst_REQ 105011 [Incident: 230824-000624]

Hello Jesse:

Now that your posting is live, I would like to provide the following resources to help you plan for a successful competition.

Please take a few minutes to watch our short instructional video about [Screening](#). You can access the full [Hiring for Managers series](#).

Next steps – for your action:

Become familiar with your [documentation requirements](#) and the [Competition Documentation Checklist](#). You must retain your competition file for a minimum of two years according to governmental Records Management information schedules.

Key planning tips:

1. Watch our short instructional video about [Assessment](#).
2. Visit the Assessment and Selection section on the [Forms & Tools for Hiring Managers page](#)
 - [Planning and Conducting Interviews](#)
 - [Sample Behavioural Interview Questions](#)
 - [Guide to Conducting Interviews and Interview Template](#) (has a 10-point rating scale within)
 - [Competition Results Storyline](#)
 - [Interpretive Guide for Behavioural Competencies](#)
 - [Written Communications Skills Marking Guide](#)
3. Decide which of these templates you will use and start creating your assessment/interview questions. These templates will help you create proper documentation.

Coming up:

You are about to begin step 2 of 6 in the Hiring Process - the Screening Stage.

- Once your posting has closed, we will send your Closing Report with a Screening Table within two business days. You can typically conclude your final short-listing within 1 – 2 weeks.
- Before you begin your screening process, please review the [Screening Guidelines](#) document, the [Screening](#) page on MyHR and the [eligibility](#) of each applicant you are considering.

What's New - Changes to the eligibility to work in Canada question on questionnaire and how it is used for screening:

There is an updated eligibility to work in Canada question on the questionnaire.

You can now consider applicants with valid Temporary Work Permits and Study Permits for permanent positions. These candidates would be offered an auxiliary position and their offer letter will include language indicating that once they gain Permanent Residency or Canadian Citizenship, they can be offered a permanent position.

As the Hiring Manager, it is up to you to determine how you screen your applicants based on their

eligibility to work in Canada.

Kind regards,

Beau Lee, Recruiter

Recruitment Service Delivery | Talent Acquisition and Classification Services | BC Public Service
Agency
Direct Line (236) 468-1126