TITLE: ECOSYSTEMS BIOLOGIST

CLASSIFICATION: BIOLOGIST 24

MINISTRY: FORESTS, LANDS, NATURAL RESOURCE OPERATIONS & RURAL DEVELOPMENT

WORK UNIT: NORTHEAST REGION

SUPERVISOR TITLE: SENIOR BIOLOGIST

SUPERVISOR POSITION #: VARIOUS

JOB OVERVIEW

IN THE CAPACITY OF AN ECOSYSTEMS BIOLOGIST, IMPLEMENT AND SUPPORT ECOSYSTEMS MANAGEMENT.

The Resource Management Division (RMD) within the Ministry works to maintain and restore the natural diversity of ecosystems, fish and wildlife species and their habitats. Through the development and implementation of clear strategies, legislation, partnerships, innovative projects, science-based standards and effective monitoring and reporting, the Division aims to reduce the number of ecosystems and species at risk while balancing conservation of Crown land with resource access and development. Within RMD, the Ecosystems Section is responsible for the conservation and restoration of the biological diversity native to the region, and for the integration of fish and wildlife habitat and ecosystem conservation standards and guidelines into forest and land use, industrial, and community development to mitigate the impacts of human activity.

This position will provide a key professional role in supporting strategic initiatives, which may include implementation of commitments related to First Nations reconciliation, woodland caribou recovery, cumulative effects, and regional moose management planning. The successful incumbent may assess proposed project effects related to transactional authorizations or major projects including assessment of proposed data collection methods of key environmental values, assessment of impacts to values and proposed mitigation, restoration and offsetting measures. This position may provide a supporting or lead role in other business priorities including, but not limited to, implementation of legislative habitat conservation tools, development and implementation of best management practices, compliance and effectiveness monitoring, and support to species recovery or other land planning processes, as required.

The incumbent will have a high degree of interaction with industrial proponents, professional consultants, First Nations, other professional staff within the Ecosystems and Fish and Wildlife Sections of Resource Management, the MFLNRO&RD Major Projects Division and Lands Authorization staff and Statutory Decision Makers associated with regulatory agencies such as the BC Environmental Assessment Office, the BC Oil and Gas Commission, and the Ministry of Energy, Mines & Petroleum Resources.

ACCOUNTABILITIES

- Leads or reviews effectiveness and implementation of mitigation measures required by natural resource sector authorizations and regulations.
• Develops and implements laboratory and field studies to answer questions about aquatic and terrestrial species, habitats and/or ecosystem management or to test new theories or approaches.

• Leads and/or develops and/or contributes to programs, projects and/or initiatives for the management, protection and/or recovery of species, habitats and/or ecosystems.

• Develop and/or draft science-based reports and standards, and provides recommendations for management actions.

• Provides science-based information and advice as a client service professional to Senior Biologists, section heads, ministry clients, First Nations and other stakeholders, as well as management and other decision makers and practitioners.

• Documents methodology, information sources and content to applicable scientific standards for species, habitats and/or ecosystems assessments.

• Develops methodologies and plans; and implements inventories or other collection of biological samples or specimens.

• Leads development, preparation and delivery of extension notes and other communication materials under the direction of the supervisor.

• Contributes to projects to address large-scale resource management issues or initiatives and leads project planning sessions to determine project scope, define project deliverables and pursue funding.

• Reviews published and unpublished research data, uses statistical techniques to analyse, quantify and synthesize data.

• Develops and promotes working relationships and supports negotiation of agreements with internal and external partners, stakeholders, First Nations and government agencies to achieve program or project objectives.

• Conducts environmental and biological assessments to support determination if legal objectives or regulatory requirements have been met, gathers evidence, documents findings and provides assistance to compliance authorities.

• Develops science-based input on mitigation strategies for major and/or high risk project developments, under the direction of the supervisor.

• Acts as delegated decision-maker in accordance with policy and legislation.

• Acts as a witness for cases that appear in court and administrative proceedings.

• Contributes to organizational initiatives, coordination of business enterprise and tactical operational planning across ministry business lines.
JOB REQUIREMENTS

• Degree in biological sciences or related field and four years of *related experience; OR
• Masters in biological sciences or related field and two years of *related experience;
• Registered as a Registered Professional Biologist (RP Bio) in B.C. with the College of Applied Biology or immediately eligible for registration within six months of employment.
• Must possess and maintain a valid British Columbia Class 5 driver’s licence.

*Related Experience

• Experience providing advice within a regulatory regime,
• Experience assessing impacts of development on natural resources,
• Experience monitoring natural resources.
• Experience conducting field-based biological sampling, analysis and reporting.

Preference may be given to applicants with the following:

• Experience interpreting and applying natural resource management legislation and policy.
• Experience in GIS-based spatial applications, statistical analysis and database management related to natural resource management;
• Experience engaging and working collaboratively with First Nations.

WILLINGNESS STATEMENTS

• Willing and able to drive/operate a motor vehicle in all weather conditions and on a variety of road types.
• Must be eligible to work in Canada.
• Must be physically willing and able to carry equipment and supplies in difficult terrain.
• Must be willing and able to conduct field work in all weather conditions and environments. This may include traveling to remote areas by vehicle, boat, air or foot, overnight or extended stay in camp conditions and operating a variety of equipment.
• Work evenings, weekends and holidays when required.
• Willingness to meet safety standards of WorkSafeBC BC.

Must successfully complete 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

• **Teamwork and Cooperation** is the ability to work co-operatively within diverse teams, work groups and across the organization to achieve group and organizational goals. It includes the desire and ability to understand and respond effectively to other people from diverse backgrounds with diverse views.

• **Results Orientation** is a concern for surpassing a standard of excellence. The standard may be one’s own past performance (striving for improvement); an objective measure (achievement orientation); challenging goals that one has set; or even improving or surpassing what has already been done (continuous improvement). Thus, a unique accomplishment also indicates a Results Orientation.

• **Analytical Thinking** is the ability to comprehend a situation by breaking it down into its components and identifying key or underlying complex issues. It implies the ability to systematically organize and compare the various aspects of a problem or situation, and determine cause-and-effect relationships ("if...then...") to resolve problems in a sound, decisive manner. Checks to ensure the validity or accuracy of all information.

• **Planning, Organizing, 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.

• **Initiative** involves identifying a problem, obstacle or opportunity and taking appropriate action to address current or future problems or opportunities. As such, initiative can be seen in the context of proactively doing things and not simply thinking about future actions. Formal strategic planning is not included in this competency.

• **Leadership** implies a desire to lead others, including diverse teams. Leadership is generally, but not always, demonstrated from a position of formal authority. The "team" here should be understood broadly as any group with which the person interacts regularly.

INDIGINEOUS RELATIONS COMPETENCY

• **Cultural Agility** is the ability to work respectfully, knowledgeably and effectively with indigenous people. It is noticing and readily adapting to cultural uniqueness in order to create a sense of safety for all. It is openness to unfamiliar experiences, transforming feelings of nervousness or anxiety into curiosity and appreciation. It is examining one's own culture and worldview and the culture of the BC public service, and to notice their commonalities and distinctions with indigenous cultures and worldviews. It is recognition of the ways that personal and professional values may conflict or align with those of indigenous people. It is the capacity to relate to or allow for differing cultural perspectives and being willing to experience a personal shift in perspective.

The competencies listed above complement the required accountabilities for this position. For more information about behavioural interviews, competency definitions, and to watch interview videos, please visit: Competencies in the BC Public Service.

Reviewed by:  
Date: January 25, 2017