

# JOB DESCRIPTION

Benchmark Job #051

Ministry: Forests  
Branch: Operations (Silviculture)  
Location: Kamloops

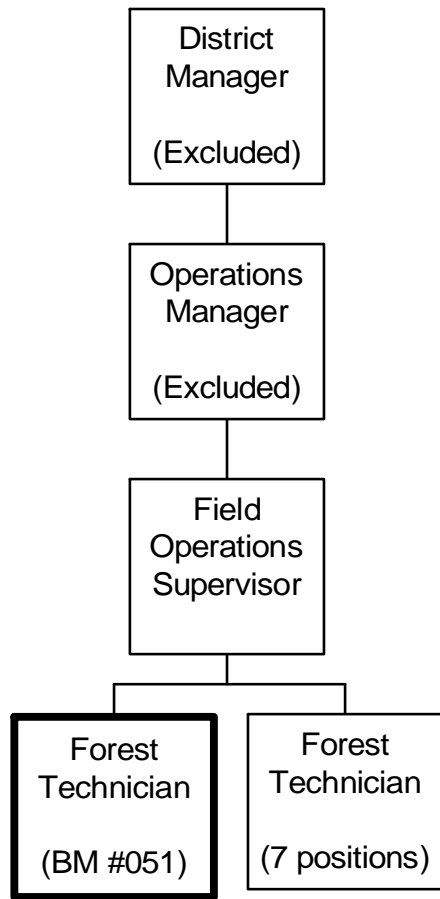
Working Title: **Forest Technician**  
Level: Range 18  
Classification: Scientific/Technical Officer

## PRIMARY FUNCTION

To plan and administer the silviculture activities within a forest district zone.

## JOB DUTIES AND TASKS

1. Plans and administers silviculture activities within a forest district zone
  - a. plans silviculture activities within a geographic zone including cone collection, site preparation, planting, surveys and stand tending
  - b. develops pre-harvest silviculture prescriptions to determine harvesting method, post-treatment and species planting
  - c. collects and analyzes information and test results from ecological assessments
  - d. analyzes licensee submissions and monitors licensees to ensure compliance with standards, policies and regulations
  - e. prepares, administers and evaluates silviculture contracts and certifies completion for site specific and special circumstances
  - f. adjusts pesticide application equipment, operates survey instruments and stereoscopes in field
  - g. performs mathematical and statistical analysis based on field data
  - h. examines tenders received on contracts, verifies compliance with guidelines, recommends awarding of contracts, explains contract standards and requirements to project contractors, monitors and verifies contract performance and compliance
  - i. determines sowing requests based on previous yield, availability and ecological transferability
  - j. provides technical input on silviculture programs at public meetings
  - k. exchanges information with other programs or ministries to avoid or resolve conflicts
  - l. discusses on-site changes to contract requirements
  - m. inspects tree stands and camp conditions in remote areas
  - n. assesses risks and hazards of permit applications and issues burning permits including stipulating conditions of permit
2. Performs other related duties
  - a. monitors, enforces and reports on violations of the Forest Practices Code
  - b. assesses and inputs data onto computers
  - c. provides input into program budget on zone requirements and costs
  - d. analyzes and makes recommendations on land status referrals
  - e. operates 4x4 vehicle and all terrain vehicle in field



## REASON FOR CLASSIFICATION

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Job Title: Forest Technician

FACTOR NO.	REASON FOR CLASSIFICATION	DEGREE	CLASS. POINTS
1	<p><b>JOB KNOWLEDGE</b> Understand the principles of silviculture to assess field conditions, conduct analysis on field data and plan and implement assigned activities through contractors including cone collection, site preparation, planting, surveys and stand tending in a forest district zone.</p>	G	250
2	<p><b>MENTAL DEMANDS</b> Judgement to apply structured study and analysis to develop pre-harvest silviculture prescriptions, determine licensee compliance with regulations, and assess risk hazards on permit applications.</p>	E	150
3	<p><b>INTERPERSONAL COMMUNICATION SKILLS</b> Persuasion required to use basic counselling skills to deal with incidents of antagonism while enforcing conditions of the Forest Practices Code.</p>	D	45
4	<p><b>PHYSICAL COORDINATION AND DEXTERITY</b> Moderate coordination and dexterity required to operate vehicles to conduct site inspections and to use survey instruments in the field.</p>	C	15
5	<p><b>RESPONSIBILITY FOR WORK ASSIGNMENTS</b> Guided by annual work plans and schedules, applies accepted work methods in a different way to administer silviculture activities in a geographic zone, prepare and administer contracts within guidelines, and monitor licensees for compliance with legislation.</p>	E	120
6	<p><b>RESPONSIBILITY FOR FINANCIAL RESOURCES</b> Significant financial responsibility to certify completion of silviculture contracts for site specific and/or special circumstances where some discretion is required to determine if expected results have been achieved.</p>	E	33
7	<p><b>RESPONSIBILITY FOR PHYSICAL ASSETS/INFORMATION</b> Moderate responsibility to operate 4x4 vehicles and to use survey equipment in field conditions.</p>	C	15

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FACTOR NO.	REASON FOR CLASSIFICATION	DEGREE	CLASS. POINTS
8	<b>RESPONSIBILITY FOR HUMAN RESOURCES</b> Responsibility to provide formal instruction or training on silviculture techniques to other workers.	B	9
9	<b>RESPONSIBILITY FOR WELL BEING/SAFETY OF OTHERS</b> Moderate care and attention to drive 4x4 vehicles as a designated driver when conducting field inspections and collecting forest survey data.	C	15
10	<b>SENSORY EFFORT/MULTIPLE DEMANDS</b> Focused attention to detail to frequently visually inspect tree stands, contract operators and camp conditions.	C	12
11	<b>PHYSICAL EFFORT</b> Heavy physical effort to regularly hike and climb with a pack to reach various sites.	D	18
12	<b>SURROUNDINGS</b> Exposure to work in isolated field conditions on a regular basis.	C	6
13	<b>HAZARDS</b> Moderate exposure to hazards from regular field trips to remote areas.	C	6

**Total Points: 694**

**Level: Range 18**