

# JOB DESCRIPTION

Benchmark Job #348

Ministry: Environment, Lands and Parks  
Branch: Fish and Wildlife  
Location: Smithers

Working Title:  
Level:  
Classification:

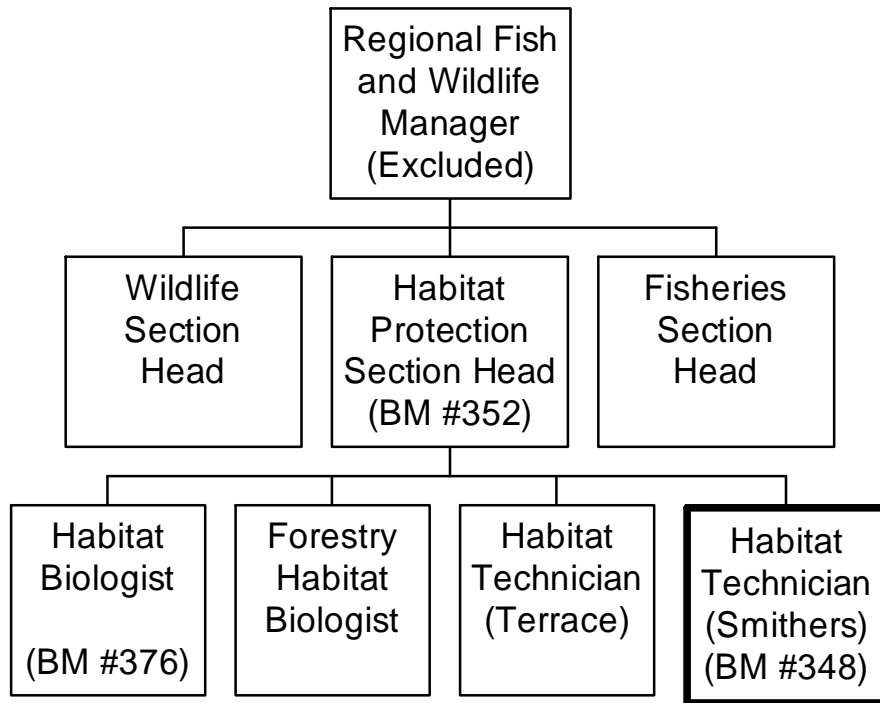
**Habitat Protection Technician**  
Range 21  
Scientific/Technical Officer

## PRIMARY FUNCTION

To coordinate and deliver Habitat Protection activities for a geographical area within a region with a focus on protecting fish and wildlife habitat to maintain species diversity and viability.

## JOB DUTIES AND TASKS

1. Represents the Fish and Wildlife Branch in formal inter-agency referral processes and works with agencies to plan initiatives to ensure that land use and developments will minimize impacts on fish and wildlife resources
  - a. discusses and determines resource management prescriptions compatible with fish and wildlife objectives
  - b. monitors impacts of land use activities and developments on fish and wildlife habitat
  - c. conducts surveys and site inspections to collect and assess fish, wildlife and habitat data
  - d. collaborates with the Fish and Wildlife Section staff to determine habitat requirements
  - e. writes letters to proponents such as government agencies, land owners and municipalities detailing the initial Fish and Wildlife position on the proposed land use activity or development
  - f. consults with proponents to arrive at mutually acceptable solutions to permit land development while protecting fish and wildlife habitat
  - g. reads and assesses environmental impact assessment reports to ensure that fish and wildlife habitat values are addressed in a comprehensive manner
  - h. conducts habitat related investigations to assess compliance, collects evidence, prepares reports and recommends remedial action
  - i. identifies and recommends enhancement and rehabilitation opportunities
  - j. plans project logistics, cost estimates, equipment needs, staff requirements and project timeframes
  - k. coordinates and assesses projects to restore, preserve or enhance habitat
  - l. identifies problems that require inter-ministerial cooperation
  - m. drives a 4x4 vehicle to conduct field work and inspections
2. Performs administrative functions in support of habitat protection
  - a. administers contracts for operational and professional services, develops and monitors compliance with contractual terms and conditions, and verifies completion of work
  - b. develops and recommends annual budget requirements
  - c. provides technical and administrative direction to staff
  - d. maintains equipment and orders supplies
3. Performs other related duties
  - a. liaises with government agencies and industry regarding habitat protection policies
  - b. writes letters, informing the public of habitat activities



## REASON FOR CLASSIFICATION

Benchmark Job #348

Job Title: Habitat Protection Technician

| FACTOR NO. | REASON FOR CLASSIFICATION  | DEGREE | CLASS. POINTS |
|------------|--|--------|---------------|
| 1          | <p><b>JOB KNOWLEDGE</b><br/>Understand the principles of habitat protection to assess land use and development initiatives and to determine potential impact on protecting fish and wildlife species diversity and viability.</p>  | G      | 250           |
| 2          | <p><b>MENTAL DEMANDS</b><br/>Judgement to modify methods, techniques and approaches to devise mutually acceptable settlements for land development, to identify new habitat enhancement opportunities, and resolve conflicts between land use and habitat protection goals.</p>  | G      | 200           |
| 3          | <p><b>INTERPERSONAL COMMUNICATIONS SKILL</b><br/>Persuasion required to use basic negotiation skills to secure compromises for fish and wildlife in land use proposals.</p>  | D      | 45            |
| 4          | <p><b>PHYSICAL COORDINATION AND DEXTERITY</b><br/>Moderate coordination and dexterity is required to drive vehicles when conducting field work and inspections of habitat sites.</p>   | C      | 15            |
| 5          | <p><b>RESPONSIBILITY FOR WORK ASSIGNMENTS</b><br/>Guided by environmental policies and habitat protection standards, represent the Fish And Wildlife Branch with other agencies in planning initiatives that minimize land use impact on fish and wildlife and determine resource management prescriptions to protect species diversity.</p> | F      | 160           |
| 6          | <p><b>RESPONSIBILITY FOR FINANCIAL RESOURCES</b><br/>Moderate financial responsibility to verify the completion of contract work and determine if expected results are achieved.</p>   | D      | 22.5          |
| 7          | <p><b>RESPONSIBILITY FOR PHYSICAL ASSETS/INFORMATION</b><br/>Significant responsibility to ensure the quality of data collected when conducting habitat related investigations and collecting evidence.</p>  | D      | 22.5          |

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|------------|---|--------|---------------|
| 8          | <b>RESPONSIBILITY FOR HUMAN RESOURCES</b><br>Limited responsibility for human resources to provide orientation to other employers.  | A      | 5             |
| 9          | <b>RESPONSIBILITY FOR WELL BEING/SAFETY OF OTHERS</b><br>Moderate care and attention to promote habitat protection practices which will benefit the well-being of the public.   | C      | 15            |
| 10         | <b>SENSORY EFFORT/MULTIPLE DEMANDS</b><br>Focused sensory concentration to frequently visually assess land development proposals and impact assessment reports, and listen and observe closely in the conduct of inspections. | C      | 12            |
| 11         | <b>PHYSICAL EFFORT</b><br>Moderate physical effort required to stand and walk on a frequent basis when conducting field investigations.   | C      | 12            |
| 12         | <b>SURROUNDINGS</b><br>Exposure to work in all weather conditions with no available shelter when conducting field work on a regular basis.  | C      | 6             |
| 13         | <b>HAZARDS</b><br>Limited exposure to hazards when conducting field work which can occasionally be in remote areas.   | B      | 4             |

**Total Points: 769**

**Level: Range 21**