

**BENCHMARK POSITION DESCRIPTION – BM #18
MINISTRY OF ENVIRONMENT**

1. POSITION TITLE	2. CLASSIFICATION LEVEL
Senior Vegetation Ecologist	LSO 4
3. DIVISION	4. BRANCH
Environmental Stewardship	Ecosystems Branch
5. IMMEDIATE SUPERVISOR	6. LOCATION
Manager, Wildlife Science	Victoria

Program Function	Describe the purpose of the program and organization in which the position operates.
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The Ecosystems Branch leads the development and application of the policy, science and standards necessary to support the conservation of biodiversity in the province, including parks and protected areas, Crown forest and rangelands, and private land. The Wildlife Science Section manages the strategic acquisition, analysis and provision of science-based data, information and knowledge on terrestrial habitats and species in support of the development and implementation of an overall biodiversity strategy and results based standards and guidelines for terrestrial ecosystems.

Purpose of Position and Summary of its Functions	This may be used for POSTING purposes.
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The primary function of this position is to ensure the conservation and preservation of all native plant species and their ecosystems through biodiversity protection strategies, recovery planning and land management practices. The position provides authoritative scientific leadership and advice to the Ministry, other ministries and governments, industry, non-government organizations and the public regarding native plant diversity, ecology and significance. The Senior Vegetation Ecologist provides functional leadership in vegetation ecology activities to ministry staff and is responsible for the development of a provincial strategy for the protection of native plants and their ecosystems. The position also advances the knowledge base of vegetation ecology through the management of and collaborative approach to research and inventory projects.

Organizational Structure and Working Environment

The Branch is one of four in the Environmental Stewardship Division. The Sr. Vegetation Ecologist is one of 10 positions reporting to the Manager, Wildlife Science Section who in turn reports to the Director, Ecosystems Branch.

Position's Specific Functions and How They are Performed

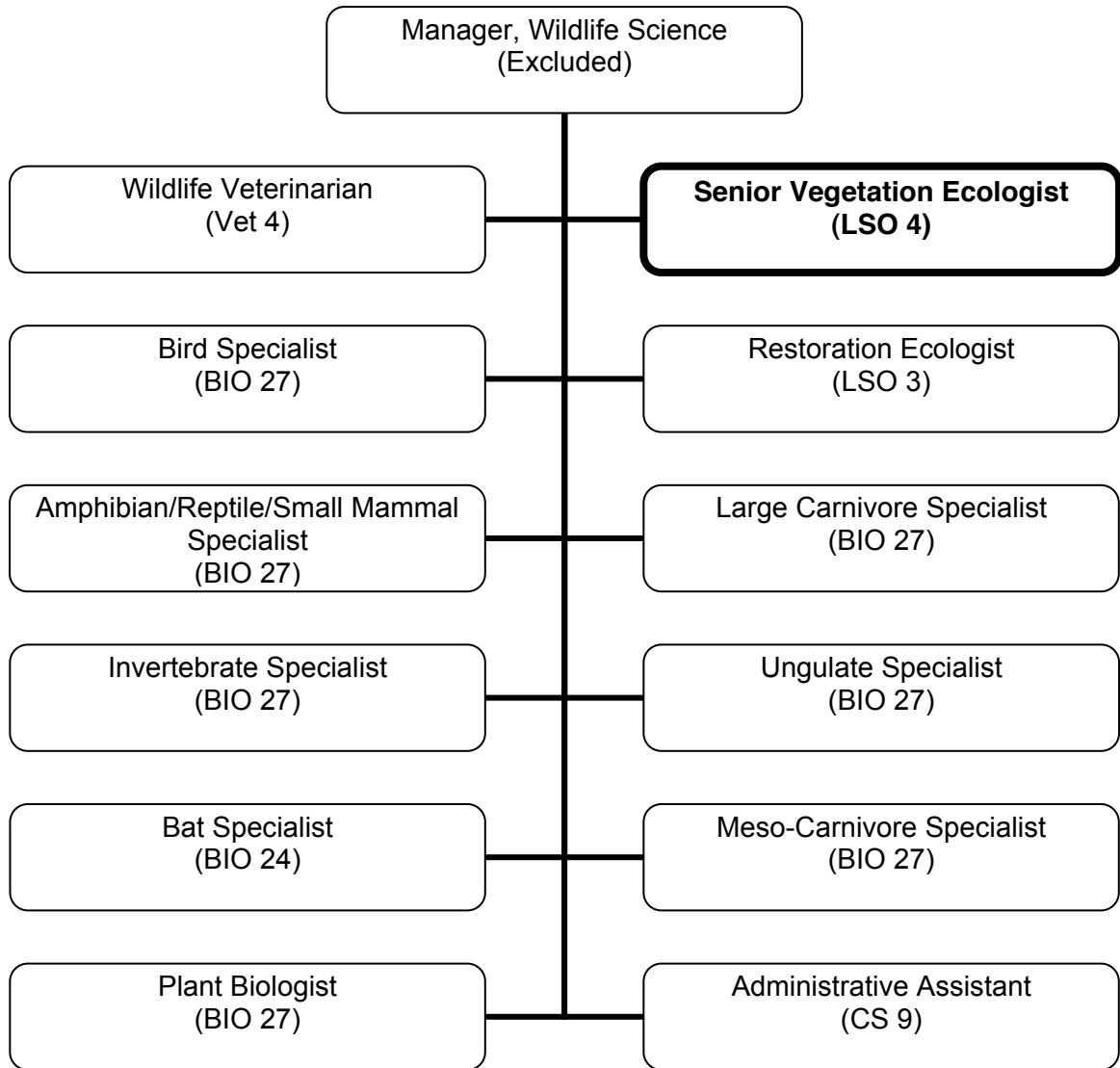
- 1. 50% Ensures the conservation and preservation of all native plant species and their ecosystems by:**
 - Assessing impacts on and threats to endangered/threatened terrestrial ecosystems and native plants to determine their long term viability and to devise methods of conservation, maintenance, restoration and enhancement
 - Identifying and assessing historical ecosystem conditions and the historical distribution of rare and depleted ecosystems
 - Providing perspective into the potential effects of climate change on long term biodiversity
 - Promoting an ecosystem-based approach to achieve biodiversity conservation goals to all stakeholder groups and providing specialized interpretation and guidance on the immediate and long-term effects of land use practices
 - Improving awareness and knowledge of native plant species and vegetation ecology among ministry staff and providing advice and approval of conservation, maintenance and enhancement projects carried out by ministry staff or other agency/stakeholder interests
 - Ensuring that the best available scientific information is utilized and providing and interpreting science based data and information, advising on its application and recommending and promoting the use of existing or new concepts and practices

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- Representing the Ministry and Branch on various committees
 - Developing multi-disciplinary recovery plans for rare ecosystems and endangered/threatened native plant species
- 2. 30% Develops provincial strategies, policies and standards for the maintenance of native plants and their ecosystems by:**
- Consulting with, and coordinating input from, Regional staff, other ministries, governments, industry and organizations
 - Leading implementation of BC Conservation Framework using various tools to protect native plant ecosystems and recover plant species at risk to address provincial, regional and local needs, and to meet national and international obligations
 - Developing or coordinating the development of all subsidiary documents required as part of implementing conservation actions under the Conservation Framework
 - Developing best management practices which are provincial in scope, developing protocols and management plans and participating in or reviewing other development work at the provincial level
 - Developing implementation and monitoring procedures, and performance criteria necessary to ensure the achievement of goals and compliance to standards
- 3. 15% Manages the acquisition, analysis and provision of science based knowledge on native plant species and their ecosystems by:**
- Assessing inventory and research needs and developing plans in conjunction with Ministry staff, agreements with other organizations, partnership projects or contracted resources to meet those needs
 - Managing contracted services engaged to undertake inventory, assessment and research projects
 - Working with Ministry staff and staff of other Ministries to oversee scientific data collection at Range Reference Areas
 - Identifying training needs for Ministry staff, coordinating and assisting in instruction of workshops, meetings and seminars, dissemination of research findings, treatments and practices, innovative techniques, concepts and methodologies
 - Developing and publishing technical reports for internal use and contributing to professional publications
- 4. 5% Performs other related duties**

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ORGANIZATION CHART – SENIOR VEGETATION ECOLOGIST



**BENCHMARK CLASSIFICATION RATIONALE – BM #18
MINISTRY OF ENVIRONMENT**

TITLE: Senior Vegetation Ecologist

Level: LSO 4

DIVISION/BRANCH: Environmental Stewardship/Ecosystems

FACTOR	POINTS
<p><u>PURPOSE OF POSITION</u> The position's primary focus is the conservation and preservation of native plant species and their ecosystems. This involves assessing impacts and threats on endangered terrestrial ecosystems and native plants to determine their long term viability.</p> <p><u>KNOWLEDGE</u> The work requires a very deep knowledge of provincial ecosystems with special emphasis on rare and threatened ecosystems in order to develop methods of conservation, maintenance, restoration and enhancement. The work is highly interpretive and highly analytical in nature in the planning for the conservation and preservation of native plant species and their ecosystems, in assessing the potential impacts of climate change on long term biodiversity and in assessing historical distributions of rare and depleted ecosystems.</p> <p>Requires registration as a Professional Agrologist.</p>	E(2) 130
<p><u>JUDGEMENT</u></p> <p><u>Originality and Complexity:</u> The position is required to resolve complex problems through the identification and analysis of the impacts and threats on endangered terrestrial ecosystems and native plants. The work involves making major adaptations to previously developed solutions in the field of vegetation ecology by developing methods of conservation, maintenance, restoration and enhancement.</p> <p><u>Technical Supervision Received:</u> The position's work is subject a very general review as much of the position's work goes directly to clients and the immediate supervisor has many immediate subordinates (12).</p>	C3 99
<p><u>ORGANIZATION AND PROGRAM ROLE</u> The position's primary role is to provide advice and recommendations to the Ministry Executive, staff, other ministries and governments, industry, non-government organizations and the public.</p>	II(a) 43
<p><u>ADMINISTRATIVE SUPERVISORY RESPONSIBILITY</u> No responsibility for administrative supervision.</p>	0

TOTAL POINTS

272

LEVEL	POINT RANGE
1	168 – 203
2	204 – 237
3	238 – 267
<u>4</u>	<u>268 – 295</u>
5	296 – 365