

**BENCHMARK POSITION DESCRIPTION – BM #8  
MINISTRY OF AGRICULTURE AND LANDS**

<b>1. POSITION TITLE</b>	<b>2. CLASSIFICATION LEVEL</b>
Resource Stewardship Agrologist	LSO 3
<b>3. DIVISION</b>	<b>4. BRANCH</b>
Agriculture Operations	Sustainable Agriculture Management
<b>5. IMMEDIATE SUPERVISOR</b>	<b>6. LOCATION</b>
Regional Manager, North	Prince George

**Program Function** Describe the purpose of the program and organization in which the position operates.

The Sustainable Agriculture Management Branch identifies and promotes agriculture and food production systems that are environmentally sustainable by incorporating the best management practices to protect air, soil and water quality. Through the leadership of the Strengthening Farming Program, and in support of the Farm Practices Protection Act, the Sustainable Agriculture Management Branch also promotes strong working relationships between the province, the agricultural industry and local governments. The Sustainable Agriculture Management Branch maintains operations in all major agriculture regions of British Columbia and a network of professional agrologists to foster the development of a growing agriculture and food sector that will remain competitive and provide economic benefits to the province. The branch is the primary point of contact for the Ministry’s agriculture clients throughout the province.

**Purpose of Position and Summary of its Functions** This may be used for POSTING purposes.

The Resource Stewardship Agrologist is responsible for protecting access to and use of land and water resources through the development and implementation of a stewardship ethic within the agriculture sector, and securing the long-term well being of the agriculture sector and efficient access to BC’s land and water resources while achieving land and water sustainability and quality objectives. The position protects agriculture and food industry resources and develops, negotiates and implements specific and operational-level land use plans and management strategies, and leads the Ministry’s involvement in resource management and agriculture implementation initiatives, principally in the south-eastern area of the Region.

**Organizational Structure and Working Environment**

Regional Operations is comprised of the North, Interior and Coast Programs. The North Program is focused on environmental sustainability and resource development, industry competitiveness and food safety and quality. The Resource Stewardship Agrologist is one of fourteen positions reporting directly to the Regional Manager and works closely with staff in other branches, other ministries and in cooperation with counterparts in government and agencies.

**Position’s Specific Functions and How They are Performed**

- 30% Protects access to and use of land and water resources through the development and implementation of a stewardship ethic within the agriculture sector by:**
  - Assessing environmental evaluation methods and protocols employed by other agencies, interests and sectors; seeking adjustments as required
  - Demonstrating the value and appropriateness to agricultural sectors of employing credible assessment methodologies
  - Developing strategies that facilitate the on-farm adoption of environmental stewardship practices,
  - Ensuring the use of “good science” and evaluating the benefits to both the agriculture industry and land and water resources
  - Understanding and communicating policies and regulations related to land and water resources
  - Advocating for the continued use of land and water by the agriculture sector,
  - Cooperating with other agencies that have a mandate in the management of land and water resources,
  - Encouraging and supporting the involvement of agriculture industry

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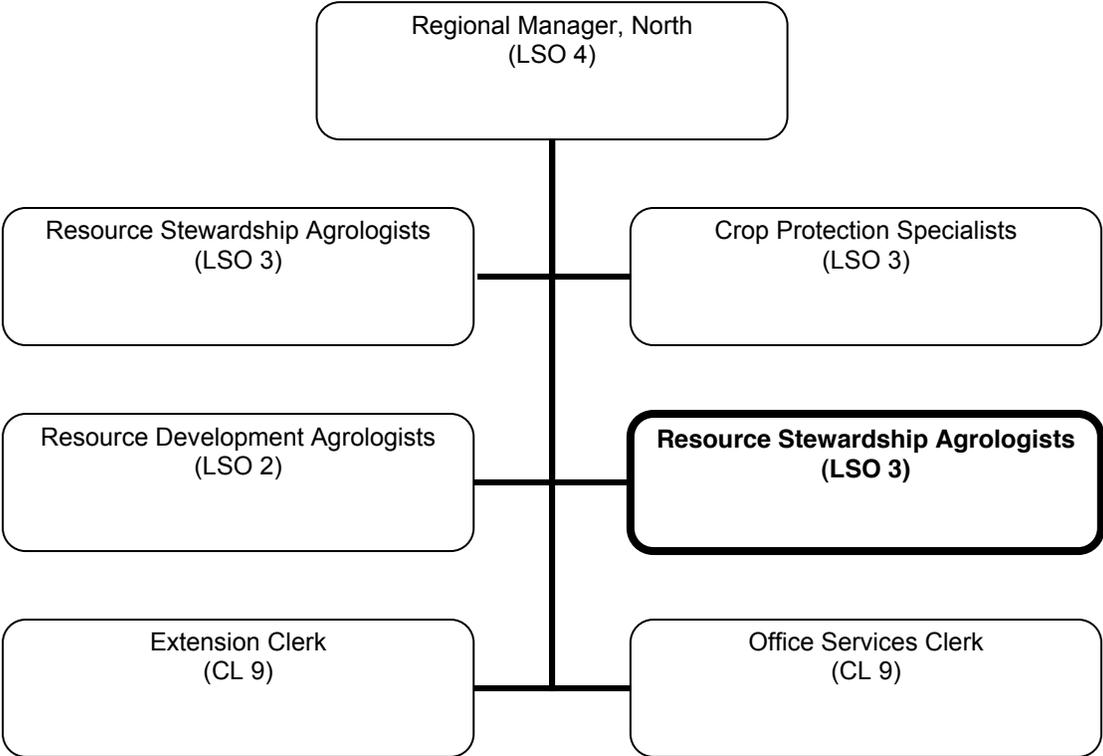
- Developing proposals for and managing projects that implement aspects of good land stewardship practices.
- 2. 20% Secures the long term well being of the agriculture sectors and efficient access to BC's land and water resources while achieving land and water sustainability and quality objectives:**
- Taking the lead within government to ensure that sound scientifically based principles are employed when addressing agricultural issues and opportunities
  - Assessing opportunities, impacts and/or options for agriculture sectors and businesses,
  - Assessing the long term implications of policy and regulatory constraints related to access to and use of land and water resources being faced by the agriculture industry
  - Advocating for the continued use of land and water by the agriculture sector
  - Working with other agencies that have a mandate in the management of land and water resources
  - Developing and recommending improvements to policies, regulations and guidelines and as appropriate
  - Actively engaging in the research, technical reviews and “ground-truthing” necessary to improve understandings and enable sound management practices and policies to be developed and employed
- 3. 20% Protects agriculture and food industry resources by addressing conflicting land uses and developments by:**
- Negotiating outcomes that ensure continued and sustainable access and use thereby avoiding use prohibitions and exclusions
  - Ensuring that agricultural is valued in BC's communities
  - Seeking and developing alternative approaches
  - Increasing understandings relating to agricultural opportunities, challenges and practices.
  - Understanding and communicating policies and regulations related to resource values and interests
  - Consulting and communicating with agriculture and non-agriculture stakeholders
  - Influencing land use decisions to favour the interests of the agriculture sector
- 4. 15% Developing, negotiating and implementing specific and operational-level land use plans and management strategies by:**
- Being a credible advocate for the expansion of the agricultural use of land and water resources,
  - Leading the resolution of issues affecting agriculture which result from the interests of another sectors, (e.g. agriculture and wildlife) by employing conflict resolution skills, consensus building skills and developing effective and science-based solutions,
  - Developing collaborative and innovative strategies and agreements – lead implementation activities as appropriate
  - Providing interpretive counsel to local governments and the Agricultural Land Commission,
  - Reviewing and analyzing specific situations, developing alternative solutions as needed,
  - Providing resource information, identifying information needs and actively engaging in its interpretations and use

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5. **5% Influences and develops strategies and activities that strengthen the profitability and competitiveness of BC's agriculture sectors by:**
  - Providing technical and strategic leadership and guidance to industry groups to help them address their opportunities and challenges
  - Ensuring that specific (localized) climatic, geographic, and community-based needs and opportunities are understood and incorporated in industry competitiveness, policy and food safety and quality strategies and activities
  
6. **5% Addresses public concerns related to resource use by the agriculture sector and managing conflicts with other interests by:**
  - Leading the use of conflict resolution, consensus building and influence management methods, as appropriate, to improve understandings and gain support in a complex blend of multiple interests.
  - Lending support and expertise to agriculture awareness activities.
  
7. **5% Performs other related duties**

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**ORGANIZATION CHART – RESOURCE STEWARDSHIP AGROLOGIST**



**BENCHMARK CLASSIFICATION RATIONALE – BM #8  
MINISTRY OF AGRICULTURE AND LANDS**

**TITLE: Resource Stewardship Agrologist**

**LEVEL: LSO 3**

**DIVISION/BRANCH: Agriculture Operations/Sustainable Agriculture Management**

<b>FACTOR</b>	<b>POINTS</b>
<p><b><u>PURPOSE OF POSITION</u></b> The position is responsible for protecting access to and use of land and water resources in the region and for developing, negotiating and implementing specific operational level land use plans and management strategies. The position also protects agriculture and food industry resources and leads the ministry involvement in resource management and agriculture implementation initiatives in the region.</p> <p><b><u>KNOWLEDGE</u></b> The work requires a considerable depth of knowledge in natural resource management and planning with an emphasis on agriculture. The requirement to develop collaborative solutions to complex land use issues involving multiple and diverse interests is analytical and interpretive work which involves the negotiation and implementation of strategic land use plans and the protection of agriculture and food industry resources from the impact of other land uses and developments. This work requires the position to make some judgements based on considerable experience in land use and resource management planning.</p> <p>Requires registration as a Professional Agrologist.</p>	D(2) 113
<p><b><u>JUDGEMENT</u></b></p> <p><u>Originality and Complexity:</u> The position is required to interpret the fine points of policies and regulations necessary to successfully negotiate and implement strategic land use plans. The position identifies and resolves especially complex issues in resource management and stewardship when influencing land use decisions, responding to developments that affect land and water resources, and analyzing resources that may be affected by various treaty settlements.</p> <p><u>Technical Supervision Received:</u> The technical content of the work is reviewed upon completion to ensure that strategic plans, related developments and regulatory issues are consistent with operational policies.</p>	C2 86
<p><b><u>ORGANIZATION AND PROGRAM ROLE</u></b> The position's primary role is to provide scientific advice, recommendations and consultative services to ministry staff and others and provide input into the development of ministry policy related to land and water resources in the region.</p>	II(a) 43
<p><b><u>ADMINISTRATIVE SUPERVISORY RESPONSIBILITY</u></b> The position has no administrative supervisory responsibility.</p>	0

**TOTAL POINTS 242**

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