

**BENCHMARK POSITION DESCRIPTION - BM #27  
MINISTRY OF FORESTS AND RANGE**

<b>1. POSITION TITLE</b> Team Leader, Ecosystem Restoration	<b>2. CLASSIFICATION LEVEL</b> LSO 3
<b>3. DIVISION</b> Operations	<b>4. BRANCH</b> Southern Interior Region
<b>5. IMMEDIATE SUPERVISOR</b> Operations Manager, Forest Resources	<b>6. LOCATION</b> Cranbrook

<b>Program Function</b>	Describe the purpose of the program and organization in which the position operates.
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Ecosystem restoration is a part of the Ministry’s stewardship mandate which is to promote forest and range management strategies and practices that ensures the sustainable use of British Columbia’s forest and rangelands and the protection of key environmental values under current legislation. The District Ecosystem Restoration team supports this mandate by assisting with the identification of projects, operational planning, implementation, monitoring and evaluation of ecosystem restoration treatments, standards and strategies.

<b>Purpose of Position and Summary of its Functions</b>	This may be used for POSTING purposes.
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The primary function of this position is to plan and implement strategic and operational ecosystem restoration projects and initiatives within the District’s fire-maintained ecosystem. In this role, the position provides technical supervision to a team of professional and technical staff which are assigned to the District’s Ecosystem Restoration Team on a project by project basis.

<b>Organizational Structure and Working Environment</b>	
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The Ministry of Forests and Range Regional Operations is made up of three regions and a total of 29 districts. The Rocky Mountain District is one of 12 in the Southern Interior Region. The Team Leader is one of four positions reporting directly to the Operations Manager, Forest Resources who in turn reports to the District manager. The position does not administratively supervise but provides technical supervision to assigned staff on a project basis.

<b>Position’s Specific Functions and How They Are Performed</b>	
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- 1. 40% Provides leadership into the development of, and implements District ecosystem restoration plans and initiatives by:**
- Chairing and/or participating in meetings with program partners, various agencies and community groups
  - Developing plans and strategies and preparing reports for approval by the Operations Manager, District Manager and Ministry executive
  - Developing business cases and preparing funding applications
  - Identifying and rationalizing priorities for treatment projects and developing recommended options for endorsement by the Steering Committee and for approval by Management
  - Designing, leading and/or facilitating public consultation activities and ensuring consultation with First Nations communities is undertaken concerning operational plans and other strategic initiatives
  - Overseeing the field implementation of approved ecosystem restoration treatment projects to ensure that the plans and objectives are successfully achieved
  - Developing and reporting on rigorous monitoring processes, and applying the results to continually improve, modify and inform future treatment activities
  - Liaising with other government Ministries, special interest groups, First Nations, public stakeholders, industry local governments and the research community to inform and to clarify the intent and impacts of ecosystem restoration strategies and objectives
  - Consulting with officials from all levels of government, First Nations representatives and other stakeholders to obtain input to land use planning and facilitating public meetings

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- Reviewing draft plans, briefing notes etc prepared by team members prior to being submitted for management review and approval
- Representing the District on various regional and provincial technical committees

**2. 55% Provides leadership in the implementation of ecosystem restoration projects in the District by:**

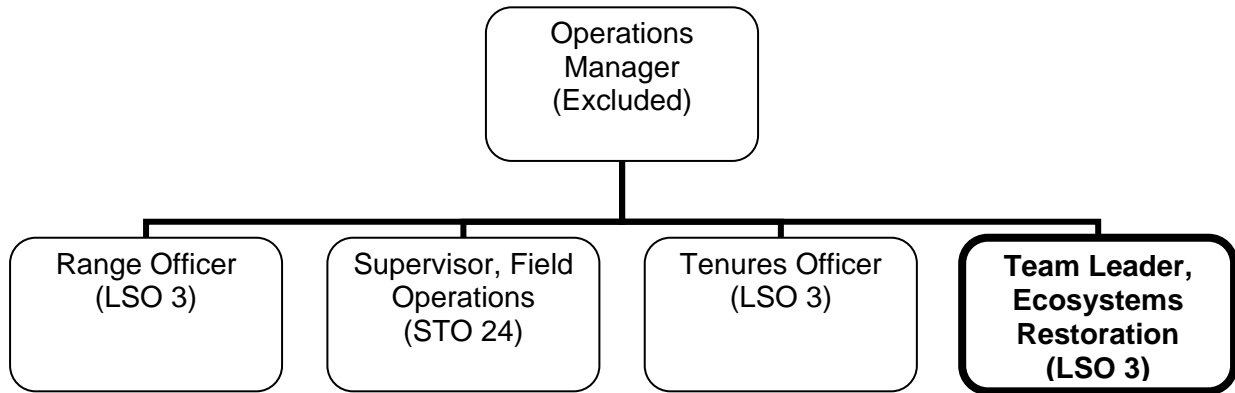
- Developing project plans
- Analyzing and evaluating ecological conditions, characteristics, values and the interrelationship with forest and range resources in prescribing treatment options
- Gathering and analyzing a variety of data through all phases of project work to ensure consistency and that plans are being carried out
- Evaluating the competition between and impacts of wildlife and livestock grazing on specific forest and rangeland areas and developing and recommending a treatment regime
- Preparing detailed analysis reports related to the monitoring of the ecological response of forest and rangeland resources to ecosystem restoration treatment and reviewing those prepared by others for consistency, clarity and adequacy
- Providing leadership, direction and technical supervision to staff assigned to District ecosystem restoration projects
- Initiating requests for proposals to contractors, awarding and managing services provided by consultant licensed professionals on a project basis
- Administering and managing treatment project/planning team budgets of varying amounts per year including tracking expenditures associating with funding from non-government funding sources (e.g., \$1.8 million in 2008 fiscal)

**3. 5% Performs other related duties**

- Representing the Ministry at meetings and serving as a member on various committees
- Preparing program support materials, public education information, fact sheets and other materials

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**ORGANIZATION CHART – TEAM LEADER, ECOSYSTEMS RESTORATION**



**BENCHMARK CLASSIFICATION RATIONALE - BM #27  
MINISTRY OF FORESTS AND RANGE**

**TITLE: Team Leader, Ecosystem Restoration**

**Level: LSO 3**

**DIVISION/BRANCH: Operations, Northern Interior Region**

FACTOR	POINTS
<p><b><u>PURPOSE OF POSITION</u></b> The primary focus of the position is the planning and implementation of ecosystem restoration projects and related initiatives within the District's fire-maintained ecosystem. This includes identification of priorities, developing business cases, securing funding through various sources and the implementation of the projects in the field. In the delivery of these initiatives the position functions as a technical supervisor of various ministry licensed professionals and consultant licensed professionals.</p> <p><b><u>KNOWLEDGE</u></b> The work requires a considerable depth of knowledge in forest and rangeland ecosystem management to plan and implement strategic and operational ecosystem restoration projects and initiatives within the District's fire-maintained ecosystem. Developing annual plans and strategies and identifying and rationalizing priorities is analytical work. The work requires the ability to make some judgements based on considerable forest and rangeland experience in order to provide technical direction to Ministry and/or consultant licensed professionals.</p> <p>Requires registration as a Professional Forester.</p>	<p>D(1) 113</p> <p>OR</p> <p>D(2)</p>
<p><b><u>JUDGEMENT</u></b> <u>Originality and Complexity:</u> The work involves making major adaptations to previously developed ecosystem solutions to develop monitoring processes and improve and modify ecosystem restoration treatments. The position assigns and reviews the work of consultant licensed professionals and/or ministry professionals or unlicensed science officers assigned to the District's Ecosystem Restoration Team.</p> <p><u>Technical Supervision Received:</u> The work is reviewed upon completion to ensure that it is complete and conforms with operational policies.</p>	<p>C2 86</p>
<p><b><u>ORGANIZATION AND PROGRAM ROLE</u></b> The position's primary role is to provide leadership and technical supervision over ministry licensed professional and unlicensed professional staff assigned to the Ecosystem Restoration Team.</p>	<p>III(b) 50</p>
<p><b><u>ADMINISTRATIVE SUPERVISORY RESPONSIBILITY</u></b> No responsibility for administrative supervision.</p>	<p>0</p>

**TOTAL POINTS 249**

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