

**BENCHMARK POSITION DESCRIPTION – BM #7  
INTEGRATED LAND MANAGEMENT BUREAU**

<b>1. POSITION TITLE</b>	<b>2. CLASSIFICATION LEVEL</b>
Land and Resource Specialist	LSO 3
<b>3. DIVISION</b>	<b>4. BRANCH</b>
Regional Operations	Regional Offices
<b>5. IMMEDIATE SUPERVISOR</b>	<b>6. LOCATION</b>
Team Leader	Nanaimo

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

The Ministry has the mandate to undertake all senior and higher-level resource management planning activities and functions as the central agency for government’s provincial strategic land use planning. The Division supports the development and approval of strategic land and water use plans. Based on direction from Cabinet, the Division sets strategic direction, coordinates work plans and monitors and reports on ministry programs.

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

The Land and Resource Specialist is accountable for facilitating the resolution of multi-party strategic land use issues and conflicts, and providing decision-support for land use decisions, within designated land use areas. The position provides expertise and advice on strategic land use priorities and issues, as well as coordination and participation on various project teams involved in addressing land and resource issues at the strategic, landscape and watershed scale of resolution. To carry out these responsibilities the Land and Resource Specialist works closely with other ministries, First Nations, the private sector and representatives from other agencies.

**Organizational Structure and Working Environment**

The ministry is the primary provincial agency responsible for land use planning and coordination of the land and water planning policies for the development of the province’s natural resources. Based in a regional office, and reporting to a Team Leader or Manager, the position functions in a dynamic and continually changing environment where finding the balance between economic development and environmental integrity is a constant challenge. The work requires forging strong working relationships with a diverse group of internal and external stakeholders and ensuring appropriate consultation occurs at the required stages of planning initiatives, adjustment, implementation and evaluation.

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

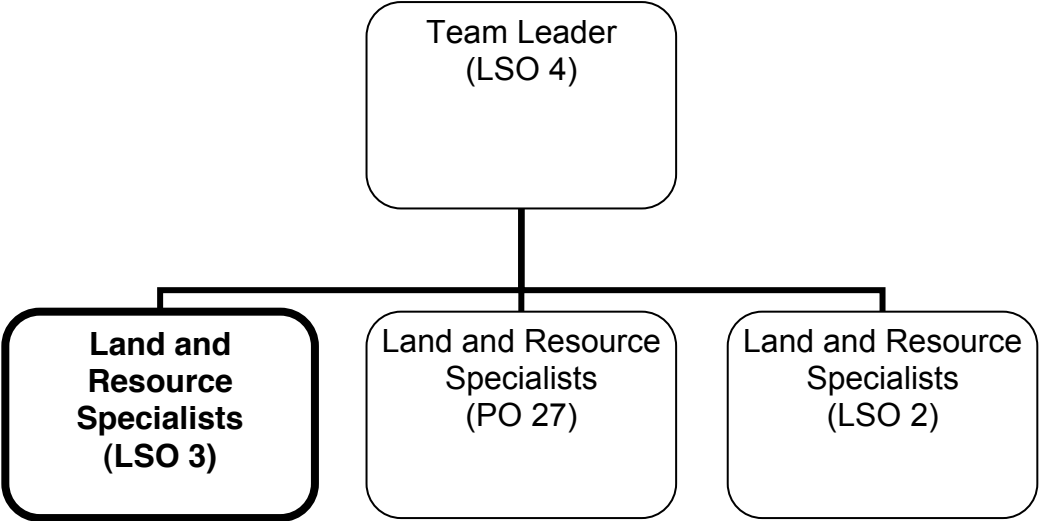
- 30% Coordinates and/or leads the development of various strategic land use and resource management plans and special projects on land use planning (LUP) by:**
  - Developing and implementing project plans for specific planning processes, including preparation of Terms of Reference, work plans for plan development, the approval process and monitoring framework
  - Leading a project specific team
  - Developing and promoting partnerships and stakeholder involvement in the LUP process
  - Coordinating the liaison with resource inventory specialists and the data management group
  - Coordinating the development of a variety of land use plans including establishing Terms of Reference, developing and evaluating options and preparing recommendations for approval by the Regional Director or Minister
  - Preparing implementation strategies to ensure that other provincial agencies support and implement the legal objectives of approved strategic plans
  - Resolving issues and conflicts arising out of the development and/or implementation of the land use plans
  - Chairing and/or participating in a variety of committees

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- Providing technical advice to ministry and/or stakeholder contacts and briefing Ministry Executives on plan options
  - Consulting with officials from all levels of government, First Nations representatives, stakeholders and landowners to obtain input on land and resource issues, facilitates technical and public meetings
  - Providing reports to Interagency Committee Management (IAMC) on progress and milestones;
  - Ensuring that proposed solutions are consistent with government policy and can be effectively implemented
- 2. 35% Coordinates and/or leads the implementation and monitoring of completed Land Resource Management Plans and other land use plans within a designated area by:**
- Developing partnerships that enable the implementation of strategic plans
  - Coordinating the involvement of regional and interagency staff
  - Providing reports to committees on plan compliance and effectiveness
  - Assembling recommendations of the planning process to assist statutory decision makers
  - Providing advice to other agencies and proponents on how to make proposed operational plans consistent with the strategic land use plans
  - Managing issues arising out of the implementation of the land use plan
  - Initiating plan amendment processes to address implementation issues
- 3. 30% Coordinates and facilitates the resolution of a variety of land and resource issues at various scales, including special projects on land and resource use by:**
- Coordinating the development of issue resolution processes, including establishing Terms of Reference, gathering appropriate inventories
  - Conducting social, economic and environmental assessment of options, and developing recommended options for approval by the RD or Minister
  - Preparing options reports for public and agency review
  - Facilitating public “round tables” with public, industry, government and First Nations to seek consensus on a recommended course of action
  - Preparing reports detailing background, observations, options and proposed recommendations
  - Developing briefs for Regional Director on options
  - Acting as a liaison between stakeholders and government to communicate concerns
  - Providing technical advice to ministry and/or stakeholder contacts
  - Managing issues arising out of the development of options and proposed solutions/recommendations
- 4. 5% Performs other related duties**

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**ORGANIZATION CHART – LAND AND RESOURCES SPECIALIST**



**BENCHMARK CLASSIFICATION RATIONALE – BM #7  
INTEGRATED LAND MANAGEMENT BUREAU**

**TITLE: Land and Resource Specialist**

**LEVEL: LSO 3**

**DIVISION/BRANCH: Regional Operations/Regional Offices**

<b>FACTOR</b>	<b>POINTS</b>
<p><b><u>PURPOSE OF POSITION</u></b> The primary focus of this position is to develop and implement strategic land use plans. The position will also provide expertise and advice in leading various project teams and develop and promote strong working relationships with First Nations and other stakeholders.</p> <p><b><u>KNOWLEDGE</u></b> The work requires a considerable depth of knowledge of natural resource management planning and integrated resources management in order to lead the development of a variety of strategic land use and resource management plans. The development of these plans is considered to be interpretive and involves developmental work which requires the position to make some judgements based on considerable experience in land use planning.  Requires registration as a Professional Forester or Agrologist.</p>	D(2) 113
<p><b><u>JUDGEMENT</u></b> <u>Originality and Complexity:</u> The position is required to analyze especially complex and/or controversial land use and resource planning issues and interpret the results of these analyses. In developing major adaptations and/or solutions to complex land use planning issues the position is called upon to interpret the finer points of land use policies.</p> <p><u>Technical Supervision Received:</u> The work is reviewed upon completion for adequacy and completeness. Plans can take several years to complete and involve many stakeholders and are typically reviewed at various stages in their development.</p>	C2 86
<p><b><u>ORGANIZATION AND PROGRAM ROLE</u></b> The primary role of the position is to interpret land and resource data and provide advice and consultative services to ministry staff and various stakeholders.</p>	II(a) 43
<p><b><u>ADMINISTRATIVE SUPERVISORY RESPONSIBILITY</u></b> The position does not administratively supervise any staff.</p>	0

**TOTAL POINTS 242**

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