

**BENCHMARK POSITION DESCRIPTION – BM #1
MINISTRY OF AGRICULTURE AND LANDS**

1. POSITION TITLE	2. CLASSIFICATION LEVEL
Senior Engineer	LSO 5
3. DIVISION	4. BRANCH
Agriculture Operations	Sustainable Agriculture Management
5. IMMEDIATE SUPERVISOR	6. LOCATION
Director, Sustainable Agriculture Management Branch	Abbotsford

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

The 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 current legislation, the Branch also promotes strong working relationships between the province, the agricultural industry and local governments.

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

The primary function of this position is to develop, lead and implement planning associated with the Ministry's agricultural water management strategies, goals and objectives. The position functions as the Ministry's leading technical authority and provides strategic advice to the Ministry executive. The position also directs Ministry staff on water policy and resource requirements and initiates and facilitates partnerships with agencies, local governments and other organizations. The position leads the development of innovative water management tools and technologies and supervises a team of licensed professional and technical staff.

Organizational Structure and Working Environment

The Branch is one of four branches in the Agriculture Operations Division. The Branch has two Senior Managers (Senior Engineer, Strengthening Farming Manager) and an Assistant Director reporting directly to the Branch Director. There are eight positions reporting directly and three indirectly to the Senior Engineer. These include licensed and unlicensed science officers and technical positions. The 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.

Position's Specific Functions and How They are Performed

- 30% Develops, leads and implements planning associated with the Ministry's agricultural water management goals and objectives by:**
 - Developing and/or leading the development of agriculture water strategies for the Province
 - Evaluating and monitoring performance of water management programs and projects
 - Developing new programs for agricultural water management
 - Developing plans for the delivery of the engineering component of the program
 - Working with other provincial agencies to integrate agriculture strategies into the Provincial strategy
 - Recommending and/or developing proposed changes and amendments to legislation, regulations and policy
 - Providing strategic advice and recommendations to the ministry executive on Provincial agricultural water management policy and issues management
 - Working with federal and provincial agencies on water resource use allocation issues, riparian management and environment protection
 - Representing the ministry on various provincial, inter provincial and national committees

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- 2. 20% Plans and leads the development of innovative water management tools and technologies by:**
 - Leading the development of a climate network in support of efficient water usage
 - Identifying and securing funding requirements
 - Approving, monitoring and evaluating technology development and demonstration projects designed to resolve all types and levels of water management problems
 - Determining what resources will be required and assigning staff
 - Leading teams of consultants to develop web based models for the agricultural sector, ministry and others
 - Reviewing and approving technical information prepared by staff and preparing briefing materials for the Ministry Executive

- 3. 15% Supervises, manages and leads professional engineering and technical support staff by:**
 - Evaluating work plans and setting goals and objectives
 - Recruiting staff and assigning work
 - Setting and reviewing performance expectations
 - Completing annual performance reviews
 - Approving leave, providing direction and taking disciplinary action as required
 - Coaching staff and identifying the need for training and development

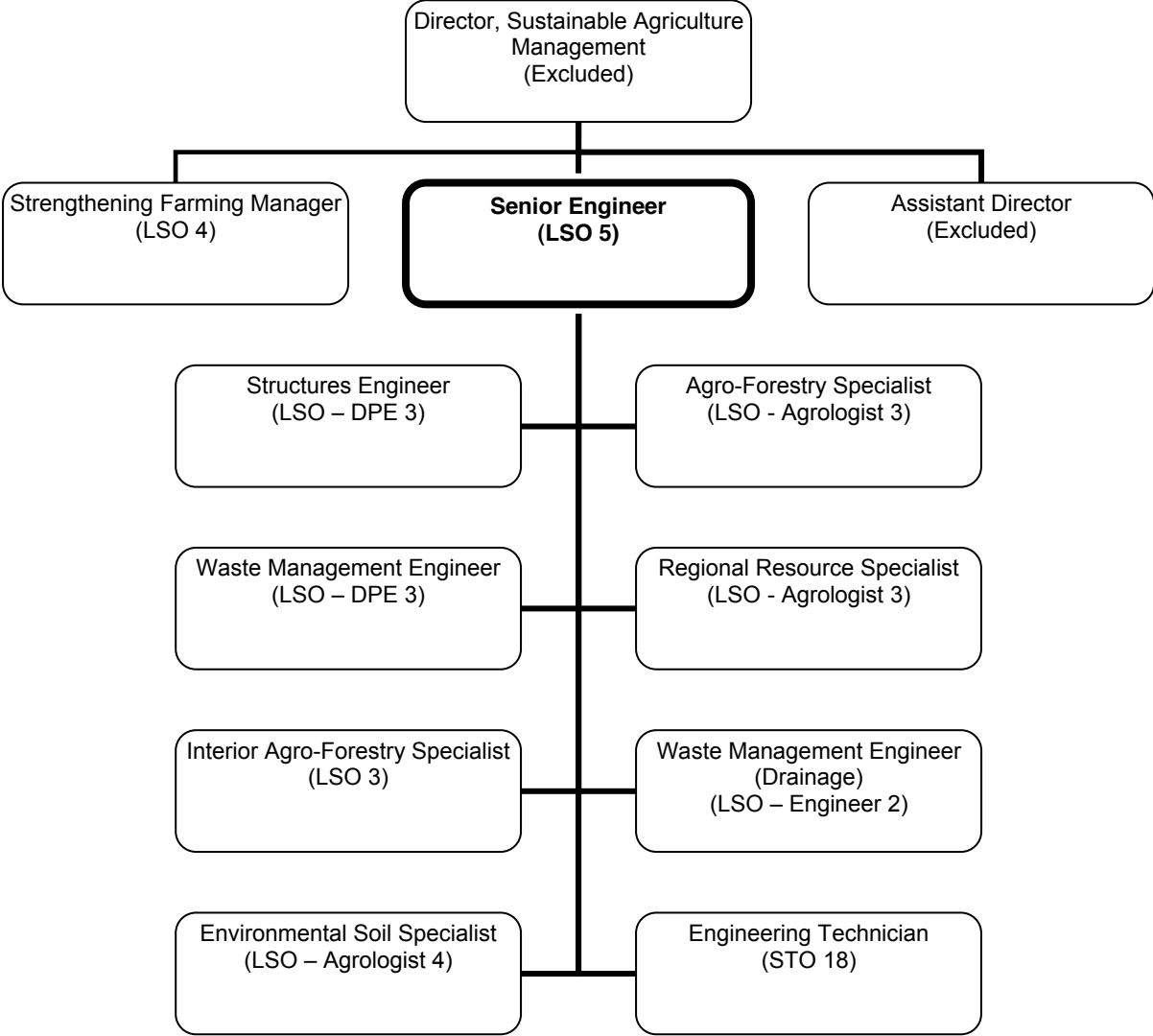
- 4. 15% Provides leadership to Ministry and other staff on water management planning issues resolution by:**
 - Organizing forums and workshops for ministry, agency staff and producers
 - Directing staff on the management of water resources for agriculture
 - Leading local governments and water purveyors on the implementation of demand management strategies and programs
 - Leading discussion groups and forums to resolve complex and contentious water resource conflict issues

- 5. 15% Initiates and facilitates partnerships with agencies, local governments and other organizations to implement regional irrigation and drainage projects by:**
 - Leading the irrigation industry in the development of an effective Irrigation Designer and Technical Certification Program
 - Leading the development of databases and communication strategies
 - Leading the coordination, integration and development of regional water management strategies for all resource sectors
 - Investigating and coordinating funding from agencies and partners
 - Preparing request for proposals for consulting engineers on regional irrigation and drainage projects
 - Reviewing consulting engineers proposals and recommending preferred choice to the project team which may include local governments, agencies and producer organizations

- 6. 5% Performs other related duties, including:**
 - Preparing and writing technical articles for professional refereed journals, books, ministry publications, symposia and conferences
 - Technically reviewing the work of other contributors
 - Acting on behalf of the Director as and when required

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ORGANIZATION CHART – SENIOR ENGINEER



**BENCHMARK CLASSIFICATION RATIONALE – BM #1
MINISTRY OF AGRICULTURE AND LANDS**

TITLE: Senior Engineer

LEVEL: LSO 5

DIVISION/BRANCH: Agriculture Operations/Sustainable Agriculture Management

FACTOR	POINTS
<p><u>PURPOSE OF POSITION</u> The primary focus of this position is to develop, lead and implement agriculture water strategies for the Province. As the Ministry's leading professional authority the position will also provide strategic advice and lead the development of innovative water management tools and technologies. The position supervises a seasoned engineer and an unlicensed science officer.</p> <p><u>KNOWLEDGE</u> The work requires a broad knowledge of engineering with a considerable depth in agricultural engineering systems in order to plan and develop agriculture water strategies. This, coupled with the development of innovative water management tools and technologies is highly analytical and highly interpretive work requiring many judgements based on extensive experience in agricultural engineering. Requires registration as a Professional Engineer.</p>	<p>E(1)b 130 Or E(2)</p>
<p><u>JUDGEMENT</u> <u>Originality and Complexity:</u> The position functions as the highest level of technical planning within this organizational hierarchy by virtue of the requirement to develop new programs and agriculture water strategies for the Province and determining the program's delivery and resource requirements. The position identifies funding requirements, plans for the delivery of the engineering component of the program, and assigns the work to staff. <u>Technical Supervision Received:</u> Programs and strategies will be reviewed for overall conformity with the Ministry's goals and objectives, however the supervisor does not have, nor is it required to have, the same depth of knowledge of engineering as the Senior Engineer, and as such, the technical content of the work is subject to a very general review.</p>	<p>D3 113</p>
<p><u>ORGANIZATION AND PROGRAM ROLE</u> The position provides technical supervision over a licensed science officer and an unlicensed science officer who are beyond the training level.</p>	<p>III(b) 50</p>
<p><u>ADMINISTRATIVE SUPERVISORY RESPONSIBILITY</u> The position supervises over ten licensed and unlicensed professional staff and technical staff.</p>	<p>10 + 8</p>

TOTAL POINTS

301

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