

**BENCHMARK POSITION DESCRIPTION – BM #15  
MINISTRY OF ENVIRONMENT**

<b>1. POSITION TITLE</b> Head, Ground Water and Aquifer Science	<b>2. CLASSIFICATION LEVEL</b> LSO 5
<b>3. DIVISION</b> Water Stewardship	<b>4. BRANCH</b> Science and Information Branch
<b>5. IMMEDIATE SUPERVISOR</b> Manager, Science and Adaptation	<b>6. LOCATION</b> Victoria

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

The Water Stewardship Division provides provincial leadership in ensuring the water resources and aquatic ecosystems of British Columbia are safe and sustainable. The Division leads innovative approaches to water governance, develops legislation and non regulatory tools and develops and delivers science and information. In addition to its regulatory role, the Division is responsible for water planning, drinking water protection and water utility regulation.

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

The position functions as the lead Provincial Ground Water Program and Ground Water Regulation expert. The position also fulfills statutory responsibilities as a Deputy Comptroller of Water Rights under current legislation and regulations.

**Organizational Structure and Working Environment**

The position is one of two positions reporting to the Manager, Science and Adaptation and supervises four professional and technical positions. The Division's Assistant Deputy Minister is the Comptroller of Water Rights, and in addition to the Section Head there are three other Deputy Comptrollers. The position functions with considerable independence and represents the province on national projects and works with leading scientists in partnerships related to ground water projects.

**Position's Specific Functions and How They Are Performed**

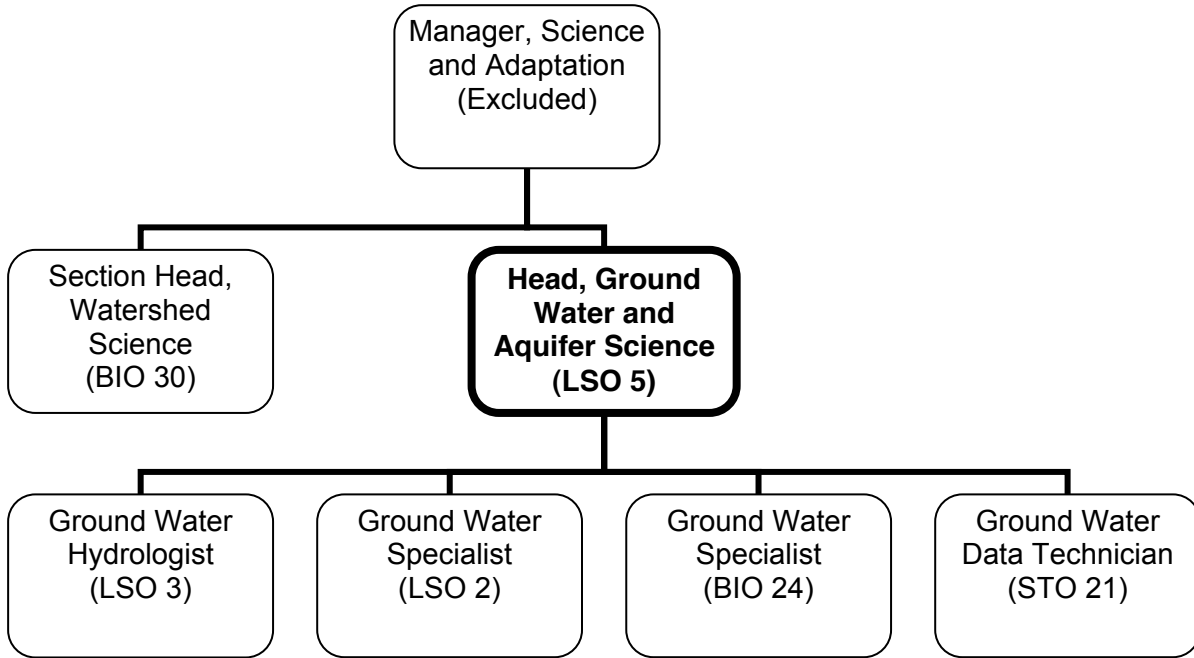
- 1. 25% Provides functional direction and overall planning and priority setting for regional and headquarters staff on the Ministry's ground water program by:**
  - Developing and communicating a clear vision, goals and objectives
  - Developing budgets and priorities for headquarters and recommending budget allocations for regions
  - Managing the section and project budgets and pursuing external funding and partnership opportunities
  - Providing leadership and technical and administrative supervision to professional and technical staff in the section
  - Providing technical direction to Regional staff and policy staff
  - Ensuring all stakeholders are informed of program issues and activities
  - Identifying technical and regulatory training needs
  
- 2. 35% As the Provincial ground water and aquifer science expert, establishes and maintains partnerships with and provides authoritative advice and scientific and technical expertise to all stakeholders, and represents the Ministry by:**
  - Overseeing the technical review of ground water reports
  - Identifying ground water science gaps and spearheading the development of ground water and aquifer science
  - Working with other senior staff to develop the Water Science Strategy
  - Participating as the Ministry's expert on provincial, inter-provincial and international ground water committees, meetings, workshops and conferences

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MINISTRY OF ENVIRONMENT**

- Working with peers in industry and other jurisdictions on common ground water issues including the development of training for industry contractors and consultants
  - Developing working partnerships with university and federal government scientists to develop ground water research projects
  - Delivering presentations to stakeholder groups, local governments, health authorities to inform and educate on ground water regulation and ground water science
- 3. 35% Develops the Ground Water Regulation and related provisions in the Act and ensures implementation, compliance and enforcement of the Act and Regulation by:**
- Working with policy staff and legal counsel
  - Working with staff from other ministries to ensure that common interests are understood and achieved
  - Preparing decision notes and briefing materials
  - Leading the development of the compliance strategy, policy and procedures for the ground water provisions in the Act and Regulation
  - Providing direction and support to statutory officials in the regions
  - Chairing the implementation team and building consensus on regulation implementation and addressing implementation issues
  - Fulfilling the responsibilities as Deputy Comptroller of Water Rights and making statutory decisions and providing statutory direction to all levels of Ministry staff
- 4. 5% Performs other related duties**

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**ORGANIZATION CHART – HEAD, GROUND WATER & AQUIFER SCIENCE**



**BENCHMARK CLASSIFICATION RATIONALE – BM #15  
MINISTRY OF ENVIRONMENT**

**TITLE: Head, Ground Water and Aquifer Science**

**LEVEL: LSO 5**

**DIVISION/BRANCH: Water Stewardship/Science and Information**

<b>FACTOR</b>	<b>POINTS</b>
<p><b><u>PURPOSE OF POSITION</u></b> As the provincial expert in ground water and aquifer science, the primary focus of this position is to ensure the implementation, compliance and enforcement of the Water Act and Ground Water Protection Regulation. The position will also provide for the overall Ground Water Program planning and priority setting for regional and headquarters staff and provides significant input into changes to the Act and Regulations.</p> <p><b><u>KNOWLEDGE</u></b> The work requires a deep knowledge of Geological Engineering or Hydrology with specialized training in quantitative ground water hydrology to develop and continually improve an Aquifer Classification System and to develop a provincial strategy to address the impacts of climate change on ground water. This is considered to be highly analytical and highly interpretive in nature and requires making many judgements based on advanced education coupled with extensive experience.</p> <p>Requires registration as a Professional Engineer.</p>	<p>E(1)b 130 Or E(2)</p>
<p><b><u>JUDGEMENT</u></b> <u>Originality and Complexity:</u> The position is responsible for the overall planning and priority setting for regional and headquarters staff concerning the Ground Water Program. This includes developing budgets for headquarters staff, recommending budget allocations to regions, setting the goals and objectives, and managing all aspects of the program which places the position at the highest level of technical planning within this organizational hierarchy. The position will make significant judgements in the development of prototype solutions such as the Aquifer Classification System for ground water management in BC which set a national precedent and is now being utilized by all provinces.</p> <p><u>Technical Supervision Received</u> Recommendations for changes to the Act and Regulations will be reviewed, however most of the position's work output goes directly to ministry staff in the regions and headquarters and as such the technical content of the work is subject only to a very general review. The supervisor position does not require the same depth of knowledge as this position.</p>	<p>D3 113</p>
<p><b><u>ORGANIZATION AND PROGRAM ROLE</u></b> The primary role of the position is to provide technical direction to Ministry professionals which are beyond the training level.</p>	<p>III(b) 50</p>
<p><b><u>ADMINISTRATIVE SUPERVISORY RESPONSIBILITY</u></b> The position administratively supervises a staff of four.</p>	<p>1 – 4 4</p>

**TOTAL POINTS**

**297**

LEVEL

POINT RANGE

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