

**BENCHMARK POSITION DESCRIPTION - BM #25
MINISTRY OF FORESTS AND RANGE**

1. POSITION TITLE	2. CLASSIFICATION LEVEL
Forest Practices Specialist	LSO 3
3. DIVISION	4. BRANCH
Operations	Southern Interior Region
5. IMMEDIATE SUPERVISOR	6. LOCATION
Stewardship Officer	Kamloops

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

The Stewardship mandate is to promote results-based, site-specific forest management strategies and practices that ensure the sustainable use of British Columbia's forest and the protection of the key environmental values under current legislation.

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

The primary function of this position is to provide technical and professional support to Regional and District staff on a broad range of on the ground forestry practices relating to the protection, management and improvement of forest resources and the protection of resource values. This includes the development of area-specific policy, standards and best management practices. The position also leads or participates in the strategic and integrated stewardship related planning processes.

Organizational Structure and Working Environment

The Forest Practices Specialist is one of twelve positions reporting directly to the Stewardship Officer who in turn reports to a Regional Staff Manager. The position operates with considerable independence providing expert analysis and recommendations on forest stewardship. The position collaborates with a community of experts, other government agencies, licensees, public and private stakeholders and First Nations on matters that promote sustainable forest management.

Position's Specific Functions and How They are Performed

- 1. 35% Provides technical and professional support to Regional and District staff on a broad range of on the ground forestry stewardship practices by:**
- Leading and/or participating in higher level plan initiatives such as land and resource management plans, sustainable resource management plans, local resource use plan processes and/or development
 - Leading and/or collaborating with ministry staff and other resource agencies regarding the development of area-specific performance standards, strategies and best management practices for all forest practices
 - Providing expert advice on the implementation of a monitoring program for on-the-ground forest practices, effectiveness evaluations and State of the Forests reporting, ensuring that the framework contains commitments appropriate to resource concerns that are measurable, quantifiable and reasonably achievable
 - Providing expert advice, guidance and training to staff, licensees, public and private stakeholders and First Nations on the interpretation of legislation and policy on the requirements of various operational plans
 - Identifying stewardship resource concerns and recommending improvements to policy and practices
 - Developing reports and briefing materials and providing technical advice and recommendations to Region and District staff and the Ministry's executive
 - Providing compliance assessment, litigation support and expert testimony
 - Assisting District staff through Forest Practices Board investigations and area-specific audits

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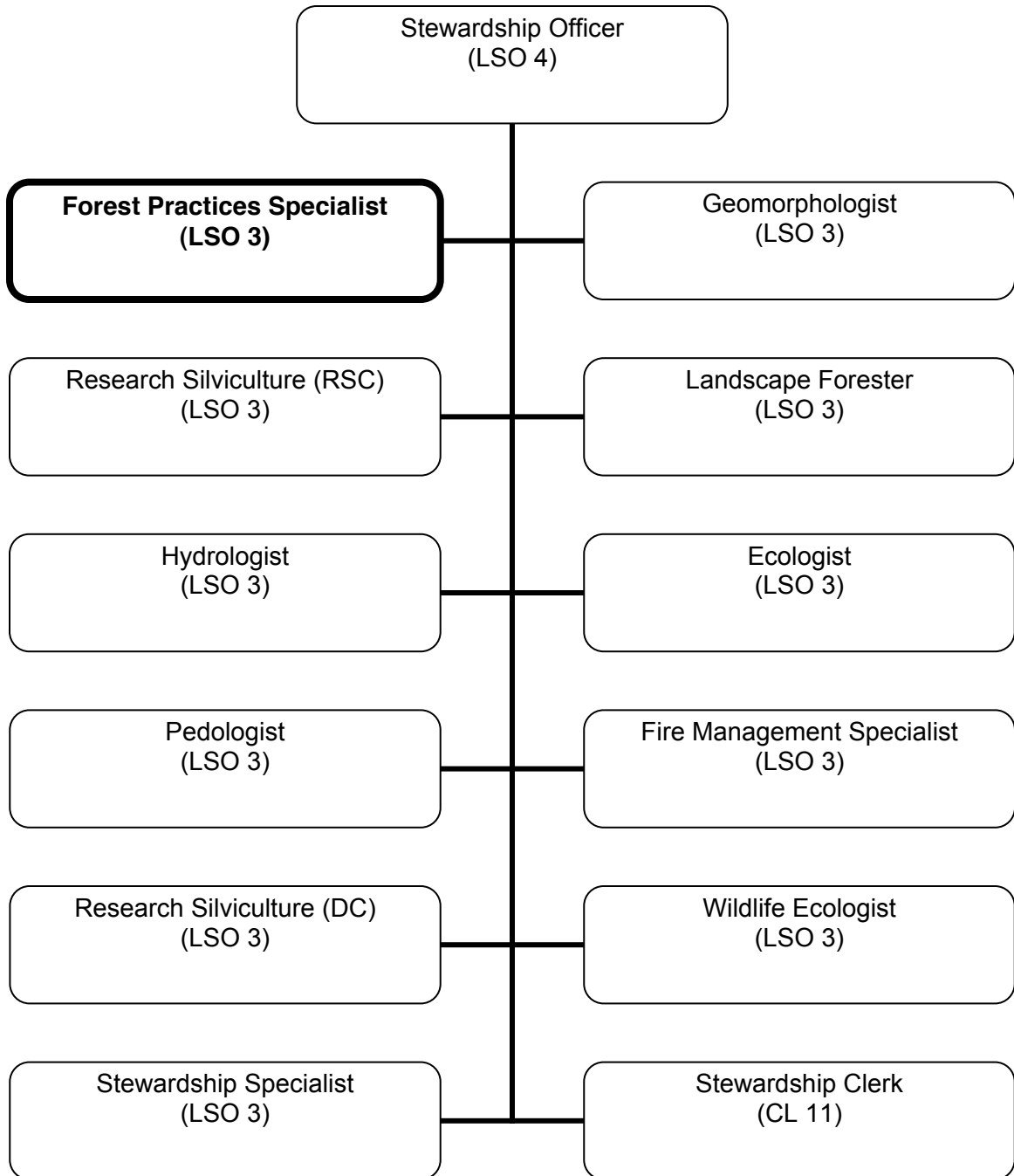
- 2. 35% Provides support to District staff in the preparation and review of operational plans by:**
 - Leading and/or collaborating with a multi-disciplinary team and providing advice to the District on the development of local standards, policies, procedures, approval tests and templates
 - Leading liaison with other ministries related to the working forest and strategic land use planning
 - Leading and/or collaborating with a multi-disciplinary team and providing expert advice to Districts on the assessment of objectives, results, strategies and standards
 - Providing expert advice to Districts and licensees on the objectives as set by government
 - Providing expert advice to licensees on the appropriateness of strategies and results for Forest Stewardship Plans and other operational plans as they relate to stewardship objectives
 - Providing guidelines and training related to the development, implementation, monitoring and evaluation of various plans
 - Supporting First Nations consultation as required under various Acts and Agreements

- 3. 25% Provides direction and decision support related to ensuring sufficient and sustainable timber supply and supports program planning and implementation by:**
 - Providing information and technical advice related to treaty negotiations, tenure administration, Silviculture strategies, forest practices policy, etc.
 - Coordinating the preparation of review, drafting rationale and monitoring the implementation of Regional Manager's uplift decisions
 - Participating in various Inter-Agency Management Committees and providing technical expertise to assess the implications of land use information being developed through other Ministries planning processes
 - Assisting in establishing regional Stewardship business area plans and performance indicators
 - Providing guidance to District Stewardship staff and assisting in their orientation, training and technical direction
 - Assisting in ensuring delivery of the Ministry's Service Plan performance targets

- 4. 5% Performs other related duties**

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ORGANIZATION CHART- FOREST PRACTICES SPECIALIST



**BENCHMARK CLASSIFICATION RATIONALE - BM #25
MINISTRY OF FORESTS AND RANGE**

TITLE: Forest Practices Specialist

LEVEL: LSO 3

DIVISION/BRANCH: Forest Stewardship/Forest Practices

FACTOR	POINTS
<p><u>PURPOSE OF POSITION</u> The primary focus of this position is to provide expert technical and professional support to Regional and District staff on a broad range of forestry practices and play a lead role in strategic and integrated stewardship planning processes.</p> <p><u>KNOWLEDGE</u> The work requires a considerable depth of knowledge in Natural Resource Management to lead and participate in various land use planning processes and development. The requirement to take a lead role in the development of performance standards, strategies and best management practices is considered to be analytical and interpretive, and requires the position to make some judgements based on considerable field experience.</p> <p>Requires registration as a Professional Forester.</p>	D(2) 113
<p><u>JUDGEMENT</u></p> <p><u>Originality and Complexity:</u> The position's work involves interpreting the fine points of various Acts, Regulations, and policies and providing advice to Regional and District Staff, and to licensees, public and private stakeholders and First Nations. The requirement to develop performance standards, strategies and best management practices and working on resource management plans may require making major adaptations to previously developed solutions.</p> <p><u>Technical Supervision Received:</u> While Higher Level Plans, resource management plans and standards which the position is involved in would be reviewed upon completion, much of the position's work output (e.g. interpretations and advice) goes directly to clients. Additionally, the position is one of fourteen reporting directly to the supervisor and as such the supervisor cannot give most work more than a general review or spot check.</p>	C3 99
<p><u>ORGANIZATION AND PROGRAM ROLE</u> The primary role of the position is to provide advice, recommendations and consultative services in the area of forest stewardship.</p>	II(a) 43
<p><u>ADMINISTRATIVE SUPERVISORY RESPONSIBILITY</u> The position does not administratively supervise any staff.</p>	0

TOTAL POINTS 255

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