

**BENCHMARK POSITION DESCRIPTION – BM #30
MINISTRY OF FORESTS AND RANGE**

1. POSITION TITLE Policy Forester	2. CLASSIFICATION LEVEL LSO 3
3. DIVISION Forest Stewardship	4. BRANCH Forest Practices
5. IMMEDIATE SUPERVISOR Forest Establishment Initiatives Officer	6. LOCATION Victoria

Program Function	Describe the purpose of the program and organization in which the position operates.
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The Stewardship mandate is to promote forest management strategies and practices that ensure the sustainable use of BC forests and the protection of key environment values under the Forest and Range Practices Act. The Forest Practices Branch supports this mandate by leading the development, monitoring and evaluation of forest and range stewardship laws, policy and practices in order to reduce regulatory burden, encourage economic benefits and maintain scientifically based stewardship and environmental standards. The Branch also formulates and leads provincial programs, strategies and initiatives.

Purpose of Position and Summary of its Functions	This may be used for POSTING purposes.
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The position is responsible for identifying opportunities to improve the provincial regeneration program, and developing, interpreting, evaluating and refining regeneration legislation, policy and practices. The position collaborates in the development of operational and/or strategic plans, legislation, policy and standards and serves as a specialist on regeneration aspects of the Forests and Range Practices Act (FRPA) and ministry initiatives. The position also supports program planning and implementation relative to the foregoing.

Organizational Structure and Working Environment	
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The position is one of four reporting to the Forest Establishment Officer and functions with considerable independence in developing proposals for policy and program improvements. The position cooperates with professionals and field practitioners in government and the forest sector, and represents the ministry on various provincial projects.

Position's Specific Functions and How They Are Performed	
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- 1. 50% Identifies opportunities to improve the Provincial Regeneration Program, and develops, interprets, evaluates and refines regeneration legislation, policy and practices by:**
- Providing input into the development of an integrated and comprehensive forest practices policy framework
 - Undertaking effectiveness evaluations, reviewing emerging policy, reviewing the results of scientific research, public expectations and/or trends to identify priority areas requiring legislative or policy change
 - Developing options for policy change and evaluating the options for risks, their potential to achieve sustainable forest management and their ability to meet ministry goals
 - Recommending changes to policy
 - Working with legal and legislative counsel and staff to draft changes to legislation and regulations
 - Collaborating with branch specialists to determine branch priorities and key indicators for effectiveness evaluations
 - Developing communication products to promote best management practices and to share information
 - Providing input into interpretation guidelines and implementation tools
 - Analyzing planting data, planting and regeneration prescriptions, operational standards and stock types for use in forecasting trends, determining policy and procedural direction and identifying priorities and recommending improvements

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- Researching and proposing long and short term objectives including measurable targets, best management practices, and qualitative and quantitative indicators

2. 30% Serves as the Ministry's expert and representative on regeneration aspects of the FRPA and Ministry initiatives by:

- Participating in conferences and workshops
- Studying current developments in reforestation techniques, standards etc.
- Developing briefing materials and providing technical advice and recommendations to staff, managers and executive including the Chief Forester
- Developing training and communication tools including course instructional material, interpretive manuals and field guides
- Providing expert advice, guidance and training to licensees, stakeholders and First Nations regarding technical interpretations of regeneration legislation, policy and requirements
- Recommending ways to ensure the Ministry fulfills its fiduciary obligation to consult with First Nations
- Working with Compliance and Enforcement staff to develop minimum standards for legal compliance
- Attending various inter-ministry committees, working groups etc.

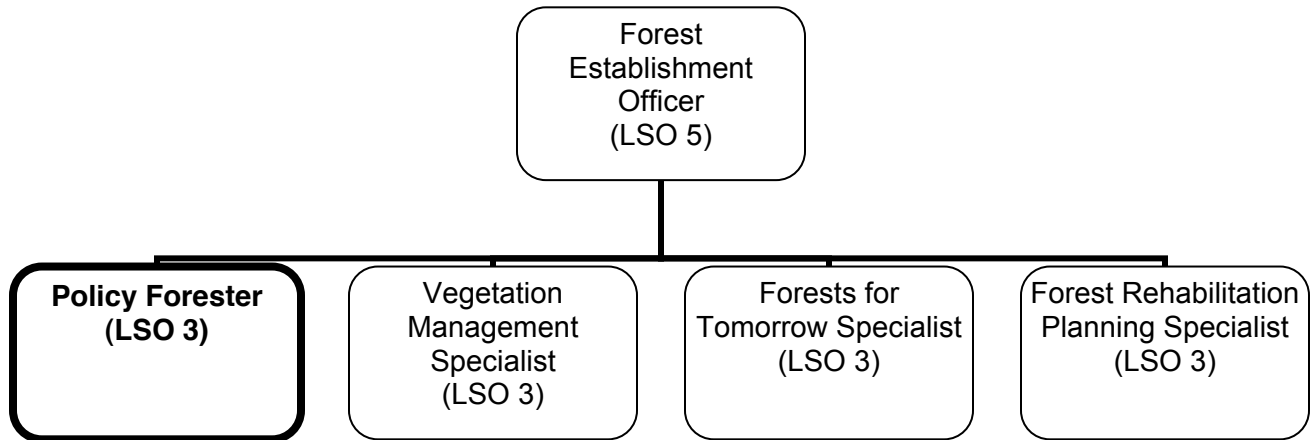
3. 15% Supports program planning and implementation by:

- Estimating financial, human resource and timelines for input into contracts, budgets and projects
- Negotiating, managing, monitoring and evaluating contracts for professional services
- Certifying satisfactory performance for release of payment
- Partnering with forest licensees, professional associations, First Nations, etc. to develop protocols which promote the sharing of resource management data required to produce regular reports to government
- Providing support for Forest Investment Account backlog reforestation, current fire and pest reforestation, site productivity areas and reforestation of areas covered by the Ministry's due diligence policy

4. 5% Performs other related duties

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ORGANIZATION CHART – POLICY FORESTER



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TITLE: Policy Forester

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 identify opportunities to improve the provincial regeneration program, and develop, interpret, evaluate and refine regeneration legislation, policy and practices. The position collaborates in the development of operational and/or strategic plans, legislation, policy and standards and serves as the Ministry's expert on current legislation related to regeneration.</p> <p><u>KNOWLEDGE</u> The work requires a considerable depth of knowledge of forest regeneration in order to evaluate and develop regeneration policy and practices and develop recommendations to improve program effectiveness. This work is analytical and interpretive in nature and requires the position to make some judgements when developing options for program improvement and identifying priorities for legislative or policy change.</p> <p>Requires registration as a Professional Forester.</p>	D(2) 113
<p><u>JUDGEMENT</u> <u>Originality and Complexity:</u> As an expert on regeneration and mixed woods legislation, the position will be required to interpret the fine points of policy to Ministry staff, the forest industry, consultant licensed professionals and other stakeholders. The position will analyze a variety of complex forestry research data and interpret the results when developing proposals for program improvement and proposals for policy and/or legislative change.</p> <p><u>Technical Supervision Received:</u> The position works with legal and legislative counsel and other ministry and branch specialists when drafting changes to legislation and regulations and developing recommendations for changes to policy. As a result, the work is reviewed upon completion for adequacy and completeness.</p>	C2 86
<p><u>ORGANIZATION AND PROGRAM ROLE</u> The primary role of the position is to provide advice, recommendations and consultative services in support of policy development and program planning.</p>	II(a) 43
<p><u>ADMINISTRATIVE SUPERVISORY RESPONSIBILITY</u> The position has no administrative supervisory responsibility</p>	0

TOTAL POINTS 242

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