

**BENCHMARK POSITION DESCRIPTION – BM #31
MINISTRY OF FORESTS AND RANGE**

1. POSITION TITLE District Compliance & Enforcement Agrologist	2. CLASSIFICATION LEVEL LSO 2
3. DIVISION Operations	4. BRANCH Southern Interior Region
5. IMMEDIATE SUPERVISOR Operations Manager (District Compliance Leader)	6. LOCATION Various Districts

Program Function	Describe the purpose of the program and organization in which the position operates.
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The Compliance and Enforcement (C&E) mandate is to ensure forest operators, including BC Timber Sales, are in compliance with current legislation. The program is responsible for inspecting, investigating and enforcing statutory compliance with forest and range practices, noxious weed control, forest and range tenures and fire control legislation.

Purpose of Position and Summary of its Functions	This may be used for POSTING purposes.
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The primary function of this position is to support the Operations Manager (District Compliance Leader) in ensuring compliance with results, measures and actions by range operators through range inspections and investigations. The position also conducts investigations for a number of range practices and provides analytical support, advice and expertise to District staff.

Organizational Structure and Working Environment	
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The Ministry of Forests and Range, Regional Operations is made up of three regions and a total of 29 districts. This District is one of 12 in the Southern Interior Region. The District C&E Agrologist is one of seven positions reporting to the Operations Manager, who in turn reports to the District Manager. The position exercises considerable professional judgment to ensure that forest operators are in compliance with current legislation and regulations.

Position's Specific Functions and How They Are Performed	
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- 1. 15% Identifies and assesses risks for the purpose of prioritizing inspections by:**
 - Considering ecological environmental and range management factors, ranger operator's experience and performance, and the potential of loss of revenue to the Crown
 - Reviewing approved ranchers' plans
 - Analyzing risk information to assess the level of risk and key risk points for range management results, measures and actions
 - Preparing components of and/or assisting with the preparation of District inspection plans
 - Revising risk levels after the completion of inspections

- 2. 60% Performs inspections and related compliance activities focusing on a variety of range practices and noxious weed control by:**
 - Carrying out scheduled and ad hoc field inspections of range practices
 - Collecting, analyzing and evaluating data and drawing fact-based conclusions
 - Comparing and assessing observations against Range Use Plans (RUP) and Range Stewardship Plans (RSP) to determine if the results, measures and actions prescribed have been achieved
 - Liaising with District range staff regarding RUP/RSP results, measures and actions relating to roads, silviculture, recreation, range and protection
 - Reviewing range plans to understand the context of findings in situations where there are high risks, specific concerns or as part of an audit
 - Performing pre-determined or random reviews of ranchers' range annual plans to verify results have been achieved as submitted
 - Recommending investigations where inspection results are inconsistent with results, measures and actions or the results are unsatisfactory

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3. 20% Performs investigations and related enforcement actions of range practices areas by:

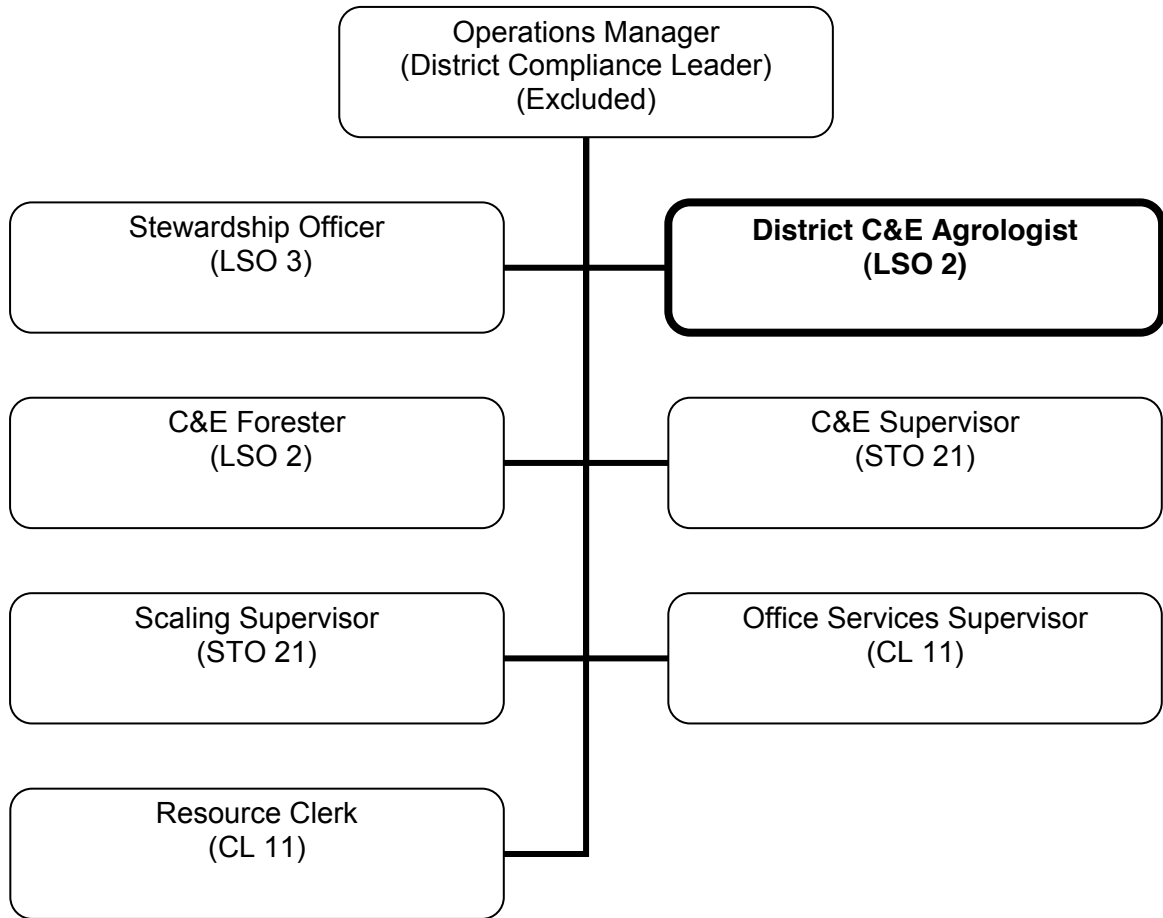
- Interviewing ranchers and clients
- Collecting and analyzing evidence and building case files
- Presenting findings to delegated decision makers and making recommendations on administrative penalties or prosecution
- Taking immediate enforcement action i.e. issuing stop work orders or seizing livestock
- Providing advice and recommendations to statutory decision makers
- Testifying as an expert witness
- Providing professional opinions on forest legislation and regulations to District C&E staff

4. 5% Performs other related duties:

- Investigating due diligence issues where professional judgement and input is required
- Recording compliance and enforcement actions and maintaining accurate records
- Delivering presentations, training sessions and leading field trips for technical and professional staff

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**ORGANIZATION CHART – DISTRICT COMPLIANCE & ENFORCEMENT
AGROLOGIST**



**BENCHMARK CLASSIFICATION RATIONALE – BM #31
MINISTRY OF FORESTS AND RANGE**

TITLE: District Compliance & Enforcement Agrologist

LEVEL: LSO 2

DIVISION/BRANCH: Operations/Southern Interior Region

FACTOR	POINTS
<p><u>PURPOSE OF POSITION</u> The primary function of this position is to support the Operations Manager (District Compliance Leader) in ensuring compliance with results, measures and actions by range operators through range inspections and investigations. The position also conducts investigations for a number of range practices and provides analytical support, advice and expertise to District staff.</p> <p><u>KNOWLEDGE</u> The work requires some depth of knowledge of operational range practices and experience in investigative work in order to carry out a variety of field inspections for compliance. The position also requires experience in investigative work in order to interview ranchers and collect and analyze evidence.</p> <p>Requires registration as a Professional Agrologist.</p>	C(2) 99
<p><u>JUDGEMENT</u> <u>Originality and Complexity</u> The work involves the application of considerable professional judgement to determine whether forest operators, including BC Timber Sales, are in compliance with current Acts and Regulations. When recommending action or solutions to District staff the position will be required to adapt solutions that are consistent with established processes and patterns.</p> <p><u>Technical Supervision Received:</u> The position develops recommendations and presents technical findings to statutory decision makers and that part of the work is reviewed upon completion for adequacy and completeness. The position is also required to take immediate enforcement action, i.e. issuing stop work orders, which is also reviewed upon completion.</p>	B2 75
<p><u>ORGANIZATION AND PROGRAM ROLE</u> The primary role of the position is to exercise authority by issuing stop work orders and seizing livestock based on their evaluation of information, advice and/or conclusions.</p>	III(a) 50
<p><u>ADMINISTRATIVE SUPERVISORY RESPONSIBILITY</u> The position does not administratively supervise any staff.</p>	0

TOTAL POINTS 224

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