

**BENCHMARK POSITION DESCRIPTION – BM #4
MINISTRY OF AGRICULTURE AND LANDS**

1. POSITION TITLE	2. CLASSIFICATION LEVEL
Regional Manager, North	LSO 4
3. DIVISION	4. BRANCH
Agricultural Operations	Sustainable Agriculture Management
5. IMMEDIATE SUPERVISOR	6. LOCATION
Assistant Director	Prince George

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

The Sustainable Agriculture Management 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 the Farm Practices Protection Act, the Sustainable Agriculture Management Branch also promotes strong working relationships between the province, the agricultural industry and local governments. The Sustainable Agriculture Management 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.

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

The primary function of this position is to provide direction in the delivery of agriculture industry development and environmental sustainability initiatives in the Region. The position provides leadership to the Branch and Ministry and supervises a team of professional agrologists involved in land use planning, implementing stewardship objectives, industry development and diversification.

Organizational Structure and Working Environment

There are three Regional Managers reporting to the Assistant Director, Sustainable Agriculture Management and each is a member of the Regional Management Team. Regional Operations is comprised of the North Central, and Coast Agriculture Programs. The North Program is focused on environmental sustainability and resource development, industry competitiveness and food safety and quality.

Position's Specific Functions and How They are Performed

- 1. 40% Provides direction to staff engaged in the delivery of agriculture industry development and environmental sustainability initiatives in the Region by:**
 - Providing expert advice, input and support to the development and implementation of farm environmental plans
 - Engaging in nutrient/waste management, water use planning, soil management, farm practices issues, agriculture and wildlife and urban-rural conflicts
 - Providing expert advice and direction in the establishment of local government agriculture advisory committees and agriculture area plans
 - Participating with other governments and agencies and the farming sector to maintain and enhance crop and livestock production opportunities
 - Ensuring that government-wide environmental priorities recognize and accommodate the interests and needs of the agriculture sector
 - Participating in inter-agency forums on land and resource use and sustainability, treaty negotiations and land use policy and planning
 - Controlling the commitment and expenditure of a portion of the branch's budget to meet targets

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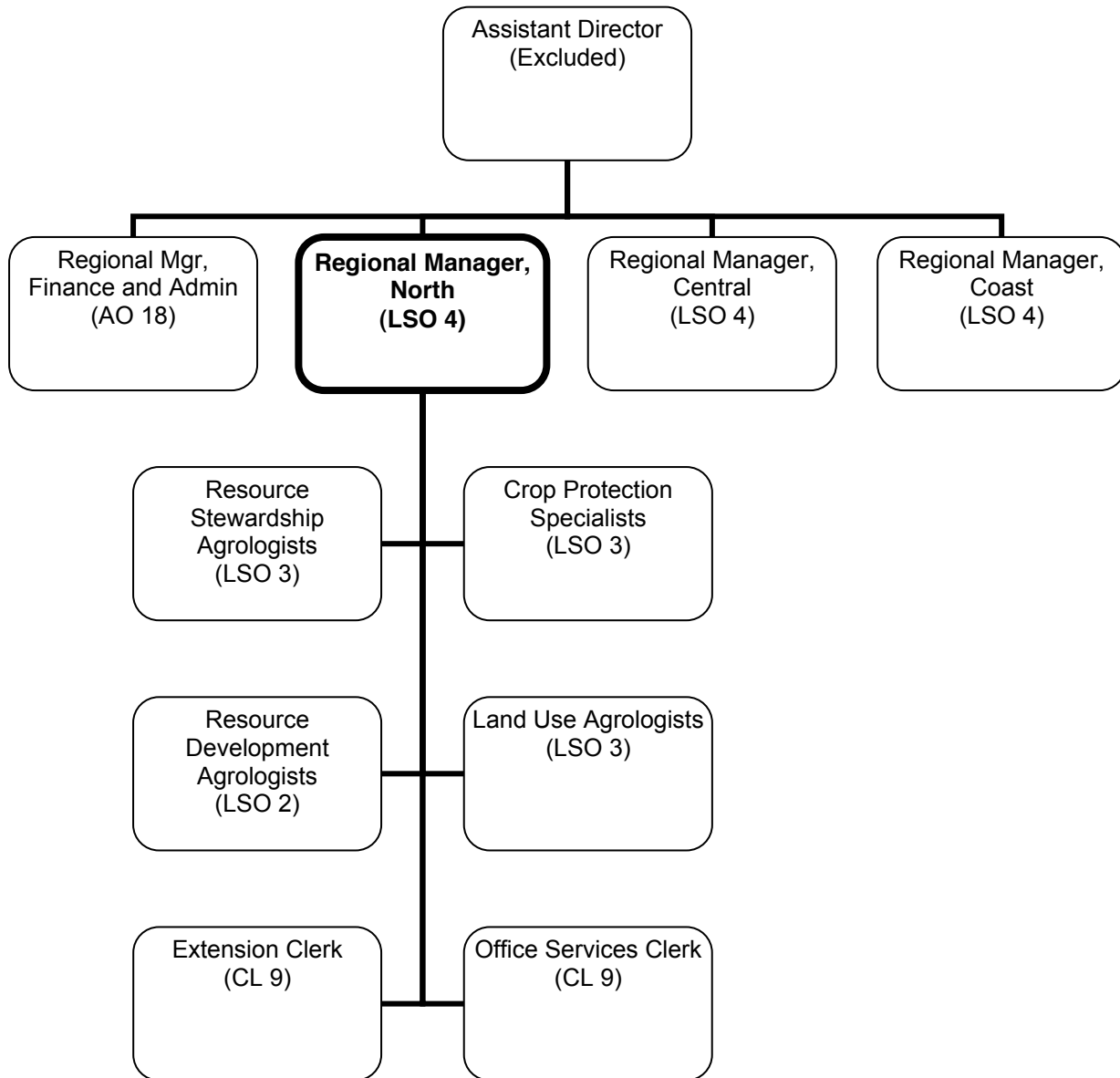
- 2. 40% Provides leadership to the Branch and Ministry by:**
 - Ensuring the ministry's initiatives are fully integrated and delivered in the Region
 - Participating on the Ministry's Senior management team and providing expert professional and technical input and advice
 - Anticipating, identifying and resolving complex and/or controversial issues affecting ministry initiatives
 - Reviewing a variety of technical reports and other documentation and preparing detailed analytical reports and briefing materials

- 3. 15% Directs, supervises and coordinates the work of professional, technical and administrative staff by:**
 - Participating in the recruitment, training and development of staff
 - Determining work priorities and assignment of duties and responsibilities
 - Providing technical guidance and resolving issues referred by staff
 - Conducting performance appraisals
 - Disciplining staff

- 4. 5% Performs other related duties**

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ORGANIZATION CHART – REGIONAL MANAGER, NORTH



**BENCHMARK CLASSIFICATION RATIONALE – BM #4
MINISTRY OF AGRICULTURE AND LANDS**

TITLE: Regional Manager, North

LEVEL: LSO 4

DIVISION/BRANCH: Agriculture Operations/Sustainable Agriculture Management

FACTOR	POINTS
<p><u>PURPOSE OF POSITION</u> The primary focus of this position is to provide direction and technical supervision to professional and technical staff engaged in the delivery of agriculture industry development and environmental sustainability initiatives in the Region.</p> <p><u>KNOWLEDGE</u> The work requires a broad knowledge of agriculture with considerable depth in animal or plant science in order to provide direction to, and respond to issues referred by, licensed professional staff who are at a seasoned level of knowledge. Requires registration as a Professional Agrologist.</p>	E1(b) 130
<p><u>JUDGEMENT</u> <u>Originality and Complexity:</u> The position is required to identify, analyze and resolve especially complex problems concerning nutrient/waste management issues, water use planning, urban/rural conflicts and a variety of other issues. The position must interpret the finer points of policies and regulations when ensuring that government wide environmental priorities accommodate the interests and needs of the agriculture sector and when providing expert advice as a member of inter-agency forums dealing with treaty negotiations and land use policy and planning. The position provides direction to Ministry professionals who are beyond the training level.</p> <p><u>Technical Supervision Received:</u> The Regional Manager spends a considerable amount of its time ensuring that the ministry's initiatives are fully integrated and properly delivered within the Region and participating on the Ministry's senior management team. While this work would be reviewed, much of the position's work output goes directly to clients in its role associated with the establishment of local government agriculture advisory committees and on inter-agency forums on land and resource use and sustainability and as a result is subject only to a very general review.</p>	C3 99
<p><u>ORGANIZATION AND PROGRAM ROLE</u> The primary role of the position is to exercise technical supervision over Licensed Science Officers or unlicensed science officers who are beyond the training level.</p>	III(b) 50
<p><u>ADMINISTRATIVE SUPERVISORY RESPONSIBILITY</u> The position supervises a total of eight professional and technical staff.</p>	5 – 9 6

TOTAL POINTS 285

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