

**Job Class Profile: Aquaculture Environment Planner****Pay Level: CG-38 Point Band: 848-881**

Factor	Knowledge	Interpersonal Skills	Physical Effort	Concentration	Complexity	Accountability & Decision Making	Impact	Development and Leadership	Environmental Working Conditions	Total Points
Rating	6	5	2	5	6	5	5	2	3	
Points	280	83	13	24	180	108	103	43	32	866

**JOB SUMMARY**

The Aquaculture Environment Planner performs a lead role in the development and implementation of the aquaculture sustainable management framework and its respective indicators. Performs environmental planning and development activities and identifies and develops new approaches to environmental management.

**Key and Periodic Activities**

- Performs project management of environmentally related initiatives in collaboration with federal/provincial departments, agencies and aquaculture industry.
- Participates in the start-up of aquaculture operations during the licensing and approval process; develops the aquaculture services and support sector; modifies plans in consideration of science based knowledge and monitoring; reviews, negotiates and formulates the terms of reference and development of call for proposals with various agencies; reviews and assesses research and development proposals in support of Department of Fisheries environmental strategies and acts as an advisor in the areas of environmental monitoring, characterization and management.
- Conducts aquaculture development assessments by reviewing aquaculture license applications and renewals to determine compliance with federal and provincial environmental requirements; advising industry proponents on environmental information requirements and evaluating their environmental/waste management plans in order to ensure they meet best management planning standards; analyzes and evaluates environment effects monitoring in order to inform departmental policy decisions, mitigations and future planning; assesses private business plans and provides advice and recommendations as to their merit; and provides technical assessment into the impact of evolving environmental guidelines, policy and legislation.
- Develops environmental services, infrastructure, contingency and emergency planning, and ecosystem performance-based approaches.
- Implements environmental components of the department's strategic plan.
- Recommends amendment to, or creation of, new environmental policy.
- Prepares reports, positions, etc., on aquaculture environmental issues, progress, plans and policy for internal and external use and maintains a library of environmental issues.
- Serves on departmental, provincial, federal and international technical committees,

### Key and Periodic Activities

- workshops and conferences in relation to development and assessment of appropriate environmental requirements for aquaculture.
- Negotiates terms and conditions respecting environmental assessments and land use proposals.

## SKILL

### Knowledge

#### General and Specific Knowledge:

- Approaches to environmental planning.
- Relevant Federal and Provincial Legislation.
- Aquaculture Industry.
- Existing and new technologies relevant to the industry.

#### Formal Education and/or Certification(s):

- Minimum: Undergraduate Degree (Environmental Discipline).

#### Years of Experience:

- Minimum: 4 - 5 years.

#### Competencies:

- Written and verbal communication skills.
- Software applications.
- Ability to conduct analysis and assessment.

### Interpersonal Skills

- A range of interpersonal skills such as listening, asking questions, providing routine and complex information, promoting ideas, gaining the co-operation of others and providing expert advice is to advance the development of new programs and projects and to ensure mutual understanding, participation or collaboration. These skills are also used to advise on aquaculture issues and provide recommendations with respect to environmental assessment and policy development.
- Negotiates contracts and/or agreements, trains, mentors, facilitates meetings and deals with upset or angry people.
- Most significant contacts are the Director of Aquaculture Development; Industry Associations and industry proponents; Environmental Regulators and other federal and provincial departments.

## EFFORT

### Physical Effort

- The demands of the job do not result in considerable fatigue.
- Lifting or moving objects is not typically required and only occurs when assisting co-workers with field equipment.
- Requires a significant amount of travel throughout the province. Therefore, driving,

travelling by boat and occasional flying to sites is required.
— Constant fine finger/precision work is a requirement as a result of using a computer to access data, manage environmental data and preparing reports.
<b>Concentration</b>
— <b>Visual</b> concentration is required when using the computer, driving and when glare is experienced working/travelling by water.
— <b>Higher than normal level of attentiveness/alertness</b> is required when managing data, performing calculations on environmental data and when operating a vehicle for travel.
— <b>Time pressures, deadlines and interruptions</b> are experienced when responding to executive requests for information, preparing briefing notes, assessing industry applications and when travelling.
— <b>Exact results and precision</b> are required when managing empirical environmental data, performing calculations and models. These activities can also be repetitious and require alertness.
<b>Complexity</b>
— Tasks range from repetitive/well defined to different and unrelated requiring the use of a broad range of skills and diversity of knowledge.
— Positions are required to keep abreast of trends and developments in the aquaculture industry, specifically relating to environmental issues to contribute to the development of better management practices.
— A typical challenge is assessing and determining what new technologies, applications; practices/mitigations are available to support, develop and address environmental issues; assess and determine what effect new development will have on the environmental integrity of an aquaculture operation
— Challenges/problems/issues can be addressed by following defined and standard work processes, discussing in a team setting or by assessing new approaches in environmental practices.
— Reference material available includes applicable acts and regulations, policy and procedures manual, guidelines and protocols developed in partnership with other departments, science advisory reports and relevant literature as well as internal guidelines/methodologies.

## RESPONSIBILITY

<b>Accountability and Decision-Making</b>
— Works tasks and activities are somewhat prescribed or controlled.
— Purchases, travel, environmental assessment decisions and adoption and/or changes to existing policy require supervisory approval.
— Must exercise a high degree of discretion and judgement when determining the acceptability of environmental management planning during the licensing process; determining if a proposed action by the department is consistent with federal or provincial environmental regulation and/or policy and when recommending for or against aquaculture site applications on the basis of the proponent addressing and/or meeting specific terms and conditions.
— Provides advice and recommendations on the acceptability of environmental information

during the assessment of an aquaculture application; discusses and negotiates terms and conditions for environmental assessments and commits some in-kind support/resources to projects.

- Where designated to represent the Minister, provides advice on issues that impact fisheries and aquaculture for projects undergoing environmental assessment and what conditions and directives are required to address these issues. Provides advice and recommendations to the director and executive staff on all environmental monitoring of aquaculture projects.

### **Impact**

- Impacts are directly felt externally with proponents and industry.
- Work activities impact processes and systems, information, clients, and corporate image. Assessment of environmental data, reports and recommendations to support, reject or conditionally support on the basis of the proponent providing further information can potentially delay or reject a multi-million dollar operation; impact employment in rural areas and be open to community and public scrutiny.
- The consequences of a mistake or error can have some impact within the department and outside the organization should an environment impact be improperly assessed or if improper discretion is used when making recommendations of a management plan.
- Recommendations that have serious implications are fed into a broader assessment that includes other staff and departments. Therefore, the risk or consequences of an error is mitigated by these additional assessments.

### **Development and Leadership of Others**

- Not responsible for the supervision of staff.
- Provides on-the-job training, acts as a technical mentor, delegates tasks to students and internal working groups, and organizes and co-ordinates the work of contractors and co-op students.
- Takes a team leader and project leader role.

## **WORKING CONDITIONS**

### **Environmental Working Conditions**

- Safety equipment and/or precautions such as safety boots and hard hats are required when visiting waste management facilities.
- There is limited likelihood for injuries or illnesses resulting from hazards.
- Exposure to glare occurs on a constant basis as a result of computer use, travel and when working around/travelling by water.
- Occasionally exposed to vibration, hazardous chemicals, odours, dangerous heights or depths, wet or slippery surfaces, isolation, temperature extremes, physical dangers or threats, adverse weather conditions and travel when required to visit testing or waste management facilities and work on vessels.