

Job Class Profile: Forest Ranger II**Pay Level: CG-29 Point Band: 622-675**

Factor	Knowledge	Interpersonal Skills	Physical Effort	Concentration	Complexity	Accountability & Decision Making	Impact	Development and Leadership	Environmental Working Conditions	Total Points
Rating	4	3	4	5	3	3	3	5	4	
Points	187	50	25	24	90	65	62	107	43	653

JOB SUMMARY

The Forest Ranger II is responsible for overseeing the day to day operations of the Provincial Hose Processing Centre and the Provincial Forest Fire Equipment Bank in addition to supervising the staff at the Forest Fire Helitack Depot. Provides training and serves as Forest Fire Regional Duty Officer.

Key and Periodic Activities:

- Supervises staff involved in the Fire Suppression Program and assigns work priorities and duties.
- Ensures fire fighting facilities and equipment, on a regional and provincial basis, are prepared and operational in the event of a fire emergency.
- Supervises the operation of specialized equipment at the Hose Processing Facility.
- Serves as a Regional Forest Fire Duty Officer by coordinating the deployment of water bombers, helicopters, ground crews and equipment.
- Determines initial attack strategy on wildfires and directs air and ground activities.
- Operates emergency vehicles and radio communications equipment.
- Performs ground and air patrols of high or extreme fire hazards area.
- Maintains records to track equipment. Recommends new equipment and participates in testing equipment associated with new technology.
- Prepares fire reports and supervises the completion of reports by other staff.
- Operates the weather station and compiles information to determine fire weather indices.
- Checks fire weather indices to determine alert status of water bombers, helicopters and ground crews.
- Maintains data bank related to fire suppression activity, available staff, maintenance, expenditure and supplies. Updates Headquarters on new and ongoing forest fires within the region.
- Attends national meetings regarding the coordination and movement of equipment between provinces if required.
- Utilizes infrared scanning equipment to determine hot spots after a fire is under control.

SKILL

Knowledge
<p>General and Specific Knowledge:</p> <ul style="list-style-type: none"> — Natural Resource Management — Forest Fire Suppression — Related policies and procedures — Forest Fire Training initiatives <p>Formal Education and/or Certification(s):</p> <ul style="list-style-type: none"> — Minimum: 2 Year Specialized Diploma in Natural Resource Management <p>Years of Experience:</p> <ul style="list-style-type: none"> — Minimum: 4 - 5 years <p>Competencies:</p> <ul style="list-style-type: none"> — Written and verbal communication skills — Analytical skills — Ability to apply established techniques — Problem solving skills — Repair, calibrate and operate machinery
Interpersonal Skills
<ul style="list-style-type: none"> — A range of interpersonal skills such as listening, asking questions, providing routine information and direction to others and communicating specialized information is required as a front line supervisor; communicating proper information regarding fire behaviour and weather conditions to staff on the fire line is critical; promoting services, instructing/ training, facilitating meetings, making formal presentations, providing expert advice and resolving disputes. — Communication occurs with workers in the immediate work area and within the department, supervisor/manager, Thunder Bay Logistics Centre and Water Bomber Pilots. — Most significant contacts are Supervisor/Manager (to discuss planning); Thunder Bay Logistics Centre (for technical support); and Water Bomber Pilots (to set alert status or to dispatch to a fire).

EFFORT

Physical Effort
<ul style="list-style-type: none"> — The demands of the job occasionally result in considerable fatigue, requiring periods of rest. — Lifting or moving objects over 50 lbs such as fire hoses and pumps, loading and unloading fire equipment and working in awkward or cramped positions occurs occasionally. — Required to drive on a regular basis. — The use of fine finger/precision, use of hand tools requiring accurate control and steadiness, use of equipment/machinery requiring controlled movement (operating a forklift) as well as rapid physical movement and reflexes is also occasionally required.
Concentration

- **Visual** concentration is a regular requirement when spotting forest fires from aircraft: using an infrared camera to locate hot spots; operating a hose tester, forklift and other equipment as well as working around fire pumps and aircraft.
- **Auditory** concentration is a regular requirement when listening and communicating through radio communications equipment.
- **Other sensory demands**, such as touch and smell are used to identify chemicals, gasoline, certain glue and smoke.
- Activities such as using a hose squeezer as well as testing and operating equipment can be **repetitious** and require alertness.
- **Time pressures and deadlines** are experienced when responding to forest fires and allocating equipment for forest fighting activities. Lack of **control over the pace of work** is dictated by fire frequency and intensity; the availability of employees; and properly functioning equipment.
- **Higher than normal level of attentiveness/alertness** is required when working around helicopters; using high pressure nozzles; when performing water drops from Air Tanker and working around related equipment and machinery.
- The use of all fire fighting equipment, machinery and tools requires **eye/hand coordination**.
- **Exact results and precision** must be exercised when scanning for hot spots; identifying escape routes when fighting forest fires and when providing instruction on safety to be used around aircraft.

Complexity

- Complexity of this class varies – at times tasks are repetitive and well defined, such as maintaining records to track equipment, but at other times tasks can vary greatly, such as supervising staff for fire suppression duties and determining initial attack strategy and directing air/ground activities.
- Challenges/problems/issues can be addressed by following procedures and guidelines and working within defined and standard work processes. At times, however, challenges/problems/issues must be defined and practical solutions found, such as when a power failure at the Forest Protection Centre occurs. This results in absence of radio and telephone communication. Other responsibilities included the day-to-day operations of the facility.
- Reference material available includes policy and procedures manuals relating to radio communication, forest fires, duty officer, incident command, fire equipment and dangerous goods.

RESPONSIBILITY

Accountability and Decision-Making

- Works tasks and activities are highly monitored or controlled.
- Can decide on fire line equipment repair and/or write-off, placement of aircraft in response to a forest fire, day-to-day supervision of staff, overtime and travel requirements relating to forest fires and emergency purchases.
- Large movements of fire equipment, standard purchases, travel and regular overtime must be approved by supervisor.

- Have some discretion within predetermined limits such as signing out equipment to Districts and monitoring the air tanker alert system.

Impact

- Impacts are felt internally within the immediate work area/department/government as well as externally with the general public. Resources affected include equipment, processes and systems, information, finances, material and human resources, health/safety and corporate image.
- The consequences of a mistake or error can have an extreme impact on the public, equipment, health/safety and corporate image, as lives, property and the destruction of natural resources can be significantly impacted.
- The risk or consequences of error would involve a fire expanding beyond the initial attack stage. To ensure all fire equipment is ready and functioning properly, considerable testing is conducted on a regular basis. The risk or consequences of an error is mitigated by these checks and balances.

Development and Leadership of Others

- Typically responsible for supervision of a medium size work group of employees (5 to 10 employees).
- Provides on-the-job advice/guidance, direction, feedback, input for performance assessments, orientation to new employees, on-the-job training, delegating/allocating tasks, leading a project team and acting as a technical mentor.

WORKING CONDITIONS

Environmental Working Conditions

- Safety equipment and/or precautions such as ear and eye protection, safety hat, nomex coveralls for heat protection and safety boots are required.
- There is a moderate likelihood for injuries or illnesses resulting from hazards, given that all health and safety regulations are followed.
- Exposure to heavy machinery and unusual/distracting noise occurs on a regular basis. Occasionally, there is exposure to dirt, dust, filth or garbage, glare, fumes, limited ventilation, vibration, hazardous chemicals, toxic or poisonous substances, dangerous heights, wet or slippery surfaces, isolation, awkward or confining workspaces, temperature extremes, fire, physical dangers, sharp objects, adverse weather conditions and travel.