

Job Class Profile: Forester II**Pay Level: CG-31 Point Band: 690-703**

Factor	Knowledge	Interpersonal Skills	Physical Effort	Concentration	Complexity	Accountability & Decision Making	Impact	Development and Leadership	Environmental Working Conditions	Total Points
Rating	5	4	3	3	4	4	4	2	3	
Points	233	67	19	14	120	87	83	43	32	698

JOB SUMMARY

The Forester II provides technical support and training to silviculture program staff, both at Headquarters and throughout the Province, with respect to the adoption and use of technology such as geographic information systems (GIS), global positioning systems (GPS), dataloggers, etc.

Key and Periodic Activities:

- Trains departmental silviculture staff in the use of technology (i.e. how to maximize performance of a GPS unit). Meets with staff in a classroom and/or field setting to explain/demonstrate how technology is to be used; develops handouts and powerpoint presentations, quick-reference cards, etc.
- Identifies, evaluates and tests new technologies that might have application in the provincial silviculture program for mapping, data collection, tree/area measurement, navigation, etc. Tests various models/brands to determine most appropriate.
- Develops protocols for use of technology by silviculture staff. Ensures consistency of use by developing procedures and standards.
- Produces digital and hardcopy maps for silviculture staff from a variety of source data sets.
- Carries out GIS analysis on proposed and completed silviculture activities to produce reports for departmental staff.
- Manages the GPS and GIS databases of the Silviculture and Research Section by storing all GPS/GIS files, file nomenclature, instructing/advising other staff involved in file creation, editing, etc.
- Provides advice on the purchase of new equipment such as GPS units and dataloggers. Identifies needs, assesses options, develops equipment specifications, liaises with suppliers for cost and availability, etc. Prepares new equipment for distribution and follows up with employees on usage issues and to keep current on condition of equipment.
- Prepares silviculture submissions for the Inter-departmental Land-Use Committee. Compares digital mapping of proposed silviculture work to existing ILUC boundaries as well as approved Sustainable Forest management Plan mapping.
- Participates in public relations events such as the annual Forest Fair; maintains a registry of all computer and technology equipment; performs silviculture field work from time to time as a replacement for staff on leave.

SKILL

Knowledge
<p>General and Specific Knowledge:</p> <ul style="list-style-type: none"> — Specialized knowledge of GIS, GPS, dataloggers, etc. <p>Formal Education and/or Certification(s):</p> <ul style="list-style-type: none"> — Minimum: Undergraduate Degree in Forest Management. <p>Years of Experience:</p> <ul style="list-style-type: none"> — Minimum: 1 – 2 years <p>Competencies:</p> <ul style="list-style-type: none"> — Written communication skills — Computer skills (GIS, GPS) — Data management and map creation — Analytical skills
Interpersonal Skills
<ul style="list-style-type: none"> — A range of interpersonal skills include listening, asking questions, providing routine and complex information to others, instructing or training, gaining the cooperation of others and providing expert advice as well as making formal presentations to groups. — Communication occurs with employees within the department, supervisors/managers, suppliers or contractors, sales representatives, departmental executives and professional associations and advisors. — Most significant contacts are Supervisor of Silviculture and Research Division (to discuss/advise on technology needs and to discuss work assignments); Supervisor of Data Acquisition and Mapping (to discuss digital mapping standards, quality requirements for GPS capture, incorporation of silviculture mapping data into the department's forestry GIS database; and Regional Silviculturists (to discuss use of technology in the operational silviculture program, to advise on technology needs and applications and to coordinate training of field staff).

EFFORT

Physical Effort
<ul style="list-style-type: none"> — The demands of the job do not result in considerable fatigue, requiring periods of rest. — Occasionally lifting or moving objects between 25 – 50 lbs, such as knapsacks and field equipment, is required. — Work involves some travel throughout the province, driving is an occasional requirement. — The use of fine finger/precision work is required when creating and analysing maps and configuring digital datasets. — Occasionally required to use hand tools and equipment requiring very controlled movement.
Concentration
<ul style="list-style-type: none"> — Visual concentration is a regular requirement when reviewing fine details on printed maps, using a computer for extended periods of time and looking at GPS and datalogger screens.

- **Auditory** concentration required when listening for questions during training/presentations as well as to ensure directions being given are understood.
- Activities such as data entry, naming files and producing maps can be **repetitious** and require alertness.
- **Time pressures and deadlines** are experienced when there is a request to prepare maps for field staff and when addressing queries from Executive staff and the Communications Branch of the department.
- **Higher than normal levels of attentiveness/alertness** is required when driving.
- Driving, using a brushsaw/chainsaw or when operating a computer and other technology requires **eye/hand coordination**.
- **Exact results and precision** are required when entering data into spreadsheets and databases and using other types of technology.

Complexity

- Tasks range from repetitive/well defined to occasionally different and unrelated. Typically, work is performed with defined and standard work processes.
- A typical problem encountered is when field staff experience issues with software. To resolve the problem, discussions are held and a number of solutions are attempted until the matter is resolved.
- Required to keep abreast of the latest GPS technology in order to identify equipment that can facilitate the delivery of the provincial silviculture program.
- Reference material available includes user manuals, knowledge databases, customer support from manufacturers/supplies and other technical experts within the department and organization.

RESPONSIBILITY

Accountability and Decision-Making

- Works tasks and activities are moderately prescribed or controlled.
- Can provide technical advice to silviculture staff throughout the department and schedule day-to-day work.
- Supervisory approval is required for participating in field activities, travel outside of headquarters area and purchase equipment and supplies.
- Discretion and judgement is used when developing protocols for the collection of GPS data for completed silviculture work, i.e. degree of accuracy required and file name and storage regime.
- Provides advice on software and equipment purchases.

Impact

- Impacts are felt internally within the immediate work area and department and on equipment, processes and systems, material and human resources, finance and information.
- High quality map products and analysis, sound protocols for data capture, management and storage can increase staff efficiency, improve data reliability and make data more useable.
- The consequences of a mistake or error can have a significant impact on the department and

resources as noted. Errors in mapping or analysis of GIS data sets could affect the long term security of a site. If the site is not approved and inadvertently is planted, it could be subsequently lost to another land use purpose. As well, poor organization of the silviculture registry and map layer could complicate data queries. This could result in failure to meet deadlines, increases in staff time to sort through paper records and/or poor-quality information.

- The risk or consequences of an error is mitigated by the review of data and established protocols.

Development and Leadership of Others

- There is no supervision of staff.
- Provides training, advice and technical direction to other employees.

WORKING CONDITIONS

Environmental Working Conditions

- Safety equipment such as steel-toed boots, hardhat and fluorescent vest when working in the field. When working around machinery, there is a requirement to wear an eye-screen and ear protection.
- Working in the field only occurs on an occasional basis. Therefore, there is limited likelihood for injuries or illnesses resulting from hazards.
- Travel is required on an occasional basis.
- Occasionally, there is exposure to unusual/distracting noise, dirt, dust, filth or garbage, glare, vibration, hazardous chemicals, odours, dangerous heights, wet or slippery surfaces, isolation, temperature extremes, fire, physical dangers or threats, sharp objects, heavy machinery and adverse weather conditions.