

**Job Class Profile:** Forester IIIA

**Pay Level:** CG-42 **Point Band:** 994-1037

Factor	Knowledge	Interpersonal Skills	Physical Effort	Concentration	Complexity	Accountability & Decision Making	Impact	Development and Leadership	Environmental Working Conditions	Total Points
Rating	7	5	4	5	7	6	5	3	4	
Points	327	83	25	24	210	130	103	64	43	1009

## JOB SUMMARY

The Forester IIIA performs advanced professional forestry work which may encompass considerable variety in the range of duties due to the diversity of speciality and/or operational aspects of the programs included. A Forester IIIA serves as technical specialist and team lead for a major technical aspect of a forestry program in support of sound ecological management of the province's forest resources.

### Key and Periodic Activities:

- Develops silvicultural technical, monitoring, auditing standards and guidelines for the Province's Reforestation and Silviculture Programs.
- Develops and adapts decision support systems to integrate ecosystem values with forest supply models and develops computer simulation models to assess ecosystem health values and deficiencies; develops mitigative initiatives.
- Documents, reviews, comments on and provides guidelines and direction for the department on Forest Management Planning processes.
- Participates in developing policies, strategies, and operational parameters.
- Provides strategic evaluation, direction and recommendations pertaining to the design of a provincial multi-resource forest inventory and conducts an in-depth analysis of the long-term sustainable harvest for the Province.
- Develops, implements, evaluates, administers and certifies Silviculture programs.
- Directs technical staff in conducting field surveys and audits and in-office support functions.

## SKILL

### Knowledge

#### General and Specific Knowledge:

- Knowledge of specialized professional forest ecosystem management theory and practices
- Knowledge of provincial legislation requirements (such as Forestry Act and the Environmental

<p>Protection Act)</p> <ul style="list-style-type: none"> <li>— Knowledge of Province's forest ecosystem, effective Silviculture and reforestation practices</li> </ul> <p><b>Formal Education and/or Certification(s):</b></p> <ul style="list-style-type: none"> <li>— Minimum: 5 yr. BSC. Undergraduate degree in Forestry</li> </ul> <p><b>Years of Experience:</b></p> <ul style="list-style-type: none"> <li>— Minimum: 4-5 years</li> </ul> <p><b>Competencies:</b></p> <ul style="list-style-type: none"> <li>— Ability to lead others to complete tasks.</li> <li>— Communication skills (oral and written).</li> <li>— Problem solving and analytical skills.</li> <li>— Policy development.</li> </ul>
<b>Interpersonal Skills</b>
<ul style="list-style-type: none"> <li>— A range of interpersonal skills include listening to information from others, providing direction, gaining the cooperation of others to complete work and solve problems, run committee meetings and providing expert advice and policy input.</li> <li>— Communications occur with employees and supervisor within immediate work area and other employees in the department, external stakeholders, clients, other municipal or provincial representatives, and other industry or non-governmental counterparts on a project basis.</li> <li>— Most significant contact is with employees and supervisor within immediate work area and other employees in the department in conducting field surveys and audits.</li> </ul>

## EFFORT

<b>Physical Effort</b>
<ul style="list-style-type: none"> <li>— Occasionally the requirements of the job result in considerable fatigue, requiring periods of rest.</li> <li>— Occasionally lifts heavy objects over 50 pounds in the performance of field work.</li> <li>— May be required to sit at a computer for extended periods of time and do fine finger or precision work, maintain databases and complex spreadsheets, review and generate maps.</li> <li>— Occasionally may be required to do field work and assist in the collection of forestry related data, conduct trials and research, operate equipment such as chainsaws, brushsaws, and may need to walk through rough terrain depending on the location.</li> </ul>
<b>Concentration</b>
<ul style="list-style-type: none"> <li>— <b>Visual</b> concentration is required when staring at a computer screen to read and calculate spreadsheets, write reports, conduct field inspections, gather data and take measurements in the field, enter large datasets, prepare and review digital maps, conduct data analysis and interpretation.</li> <li>— <b>Auditory</b> concentration may include listening to cell phone in areas of poor reception, trying to communicate in areas of high noise or in windy conditions, listening to multiple stakeholders in meetings and answering the telephone multiple times a day.</li> <li>— <b>Time pressures</b> include legislated time lines for plans and approval process for certain activities; the advertising deadlines and the tendering of contracts; field season is hectic with</li> </ul>

limited **control over the work pace**.

- Concentration effort may include inputting statistical data into a spreadsheet and working with a number of mathematical calculations. There is a need for **precision** and accuracy in gathering and measuring data in the field, performing calculations and in analysis.

### **Complexity**

- Tasks at times are repetitive but can also be quite different and related allowing the use of similar skills and knowledge. At other times, tasks could be different and unrelated involving a wide variety of responsibilities and situations and could have a limited number of guidelines or procedures.
- Tasks usually have strategic or policy significance as class is involved in documenting, reviewing, commenting on and providing guidelines and direction for the department on the Forest Management Planning processes.
- Problems are regularly well defined and have solutions, but some problems/issues must be defined and practical solutions found. Research and literature review are often required. Reference material to assist in solving problems includes provincial legislation such as Forestry Act, the Environmental Protection Act, etc. Supervisors and peers are also available for guidance.

## **RESPONSIBILITY**

### **Accountability and Decision-Making**

- Work is somewhat prescribed and controlled with considerable independence.
- Have the ability to provide expert guidance and advice, and input into program standards, policy and procedures, control over day to day activities and can also make small purchases.
- Would require formal approval for travel and overtime, staffing decisions and significant department commitments.
- Generally unsupervised in most of the daily tasks and left to use their own discretion for many decisions.

### **Impact**

- Decisions and/or work of this class has impact both internally and externally to the organization, within immediate work area, with clients, customers, industry and contractors. Additionally, impacts on equipment, processes and systems, information, finances, material and human resources, and corporate image.
- Quality of scientific analysis, advice and recommendations impact on resource management policy and programs such as Silviculture, forest management planning processes, industry development and technology transfer initiatives.
- In the event that a calculation is performed incorrectly the impact on clients, processes and sources, finances, human resources, as well as the organization, could have moderate to significant impact. Most tasks are moderately controlled and the supervisor would catch most errors in advance.

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

- Takes a team and/or project leader role, provides feedback and direction to other staff, provides guidance and advice in the planning, implementation and monitoring of field and in-office

projects, operations and programs.

## WORKING CONDITIONS

### Environmental Working Conditions

- Required to use safety equipment such as safety boots, vests, and hard hats and may be required to wear safety glasses when in the field.
- Injury is most likely from repetitive strain of working with a computer, and from exposure to the temperature extremes, walking over uneven terrain and around equipment during field work which is only occasionally.
- Occasionally exposed to glare, dirt and dust, fumes, wet or slippery surfaces, temperature extremes and may be required to travel for field work.