

Job Class Profile: **Silviculture Worker II**

Pay Level: **CG-19** **Point Band:** **292-315**

Factor	Knowledge	Interpersonal Skills	Physical Effort	Concentration	Complexity	Accountability & Decision Making	Impact	Development and Leadership	Environmental Working Conditions	Total Points
Rating	1	1	5	4	1	1	2	1	6	
Points	47	17	32	19	30	22	41	21	64	293

JOB SUMMARY

The Silviculture Worker II is responsible for reforestation and pre-commercial thinning of a forest.

List A Brief Description of Specific Duties

- Plants trees.
- Cuts and removes brush.
- Performs pre-commercial thinning activities.
- Collects seed cones for harvesting operations.

SKILL

Knowledge

General and Specific Knowledge:

- Policies and Procedures
- Silviculture techniques and treatments
- Use and maintenance of power saws

Formal Education and/or Certification(s):

- Minimum: High School Diploma supplemented by training in silviculture techniques and treatments and in the operation of planting tools and power saws

Years of Experience:

- Minimum: Less than 1 year

Competencies:

- Follow basic instructions and work processes in the completion of daily activities
- Operate machinery such as ATV's, planting tools, chainsaw, brush cutting saw and electric saw
- Repair or calibrate machinery

Interpersonal Skills

- A range of interpersonal skills are used including listening to information from others, asking questions to get information and providing routine information and direction to others in the completion of daily tasks.
- Communications typically occur within the immediate work area.

- Most significant contacts are with co-workers (crew) in the performance of daily work activities, supervisor to receive daily work assignments and/or advice/guidance and with the foreman who oversees the silviculture operation.

EFFORT

Physical Effort

- The demands of the job constantly result in considerable fatigue, requiring periods of rest.
- Lifting or moving objects 25 to 50 lbs such as bags of tree seedlings and power saws is a constant requirement. Occasionally required to lift or move objects over 50 lbs when handling equipment such as an ATV.
- Work involves constant standing, climbing hills and walking over rough and uneven terrain in the performance of daily activities. Driving and sitting are performed occasionally.
- Manual or physical activities include using hand tools that require accurate control and steadiness such as planting tools or power saws, using gross motor skills when planting trees and cutting brush, using machinery or equipment that requires very controlled movement such as ATV's, using equipment that requires rapid physical movement and reflexes and maintaining physical balance when walking on rough and uneven terrain.

Concentration

- There is a requirement for **visual concentration or alertness** when planting seedlings, choosing a good microsite, cutting brush, selecting good crop trees and when walking over rough terrain to ensure no injuries occur.
- **Auditory concentration or strain** is experienced when operating power saws.
- **Alertness and concentration are required when performing repetitive tasks** such as using a brush cutting saw to cut brush to ensure there are no hazards present.
- **Time pressures and deadlines** are experienced in order to meet daily production requirements. **Interruptions and lack of control over work pace** occur when equipment fails.
- **Eye/hand coordination** is required at all times when planting seedlings and operating power saws.
- **Exact results and precision** are required to ensure the right crop tree is selected, to select the correct microsite to plant trees and to cut trees without damaging the others.

Complexity

- Work involves performing reforestation work which involves tasks that are well defined and activities that are similar/related in terms of the skills and knowledge used.
- A typical problem or challenge occurs when there are changes in desired crop tree densities requiring a change in spacing and selection of crop trees and site.
- Reference material to assist in addressing problems, challenges and issues include policies and procedures and advice/guidance from supervisor.

RESPONSIBILITY

Accountability and Decision-Making

- Work tasks and activities are outlined by supervisor; production requirements are established and daily quality assurance checks are performed.
- Discretion and independence of action can be exercised in the selection of crop trees and microsites for planting.

Impact

- Work results can have a positive impact within the immediate work area and department, if reforestation occurs and on resources such as equipment, finances, health and safety if equipment such as power saws are maintained properly and safely operated.
- Poor quality planting and/or thinning work will negatively impact the structure and health of the future forest.
- Errors are typically resolved within hours of problem identification.

Development and Leadership of Others

- Not responsible for the supervision of staff.
- May provide advice and/or guidance to students and new employees.

WORKING CONDITIONS

Environmental Working Conditions

- There is a requirement to wear safety equipment such as safety boots, pants, hard hat and ear protection. Saws must be equipped with blade and muffler protection and shock absorbent handles must cover handles on planting tools.
- The likelihood of minor cuts, bruises, abrasions or minor illnesses resulting from hazards in the job is significant. Fractures and partial/total disability is limited.
- Work is performed in an outdoor environment and with exposure to glare from the sun, noise and fumes from brush cutting saw, sharp objects, vibration from saws, wet or slippery surfaces, and adverse weather conditions.