

Job Class Profile: Silviculture Worker III**Pay Level: CG-25 Point Band: 456-489**

Factor	Knowledge	Interpersonal Skills	Physical Effort	Concentration	Complexity	Accountability & Decision Making	Impact	Development and Leadership	Environmental Working Conditions	Total Points
Rating	3	2	4	3	2	2	2	3	6	
Points	140	33	25	14	60	43	41	64	64	484

JOB SUMMARY

The Silviculture Worker III is responsible to perform work in silviculture operations and direct and monitor the work of staff engaged in silviculture projects and assignments.

Key and Periodic Activities

- Organizes and oversees work assignments.
- Lays out boundaries and strip lines for planting. Thins cutting areas.
- Delivers trees for planting.
- Operates various types of vehicles and equipment.
- Performs regular maintenance and minor repairs on ATV's, saws and planting tools.
- Records and maintains time and attendance records and leave request forms.
- Measures and records daily employee production statistics which are used in the computation of production and earnings.

SKILL**Knowledge****General and Specific Knowledge:**

- Silvicultural techniques and tools
- Map and Compass and GPS
- Policies and Procedures
- Use and maintenance of various types of tools and equipment
- Safe Work Practices

Formal Education and/or Certification(s):

- Minimum: High School Diploma. Completion of a 2 year Natural Resources Certificate.

Years of Experience:

- Minimum: 1 to 2 years

Competencies:

- Use photo maps, compass and GPS
- Operate and repair various types of machinery and equipment
- Supervise staff

- Plan, organize, direct and control work activities
- Write straightforward text

Interpersonal Skills

- A range of interpersonal skills are used including listening to information from the Supervisor and asking questions to get information regarding work requirements and providing routine information and direction to employees in the completion of daily tasks.
- Communications typically occur within the immediate work area and department.
- Most significant contacts are with the supervisor regarding work requirements and expectations, employees to complete daily tasks and with the Conservation Officer II (Silviculture Technician) regarding the quality of work.

EFFORT

Physical Effort

- The demands of the job constantly result in considerable fatigue, requiring periods of rest as there is constant walking over rough terrain, lifting seedlings and operating ATV's and chain saws.
- Lifting or moving objects less than 10 lbs. such as planting tools is a constant requirement and there is an occasional requirement to lift or move objects over 50 lbs. when handling equipment such as an ATV.
- Constantly standing and walking over rough terrain in the performance of daily activities. Sitting, climbing and driving are performed occasionally.
- Manual or physical activities include using gross motor skills when walking, planting and cutting trees, using machinery or equipment such as chain saws or ATV's and maintaining physical balance when walking on rough and uneven terrain on a constant basis. Hand tools requiring accurate control and steadiness are used occasionally.

Concentration

- There is a constant requirement for **visual concentration or alertness** when using a compass and operating equipment and machinery.
- **Auditory concentration or strain** is experienced when operating chain saws and other equipment such as an ATV.
- **Alertness and concentration** are required when walking over cutovers to ensure there are no slippery sticks and rocks that can cause injury to employees.
- **Time pressures and deadlines** are experienced on a regular basis as daily production requirements must be achieved.
- **Eye/hand coordination** is required to operate equipment.
- **Exact results and precision** are required when creating maps.

Complexity

- Work involves directing employees in the performance of silviculture work which includes tasks that are well defined and activities that are similar/related in terms of the skills and knowledge required.
- A typical problem is coordinating the work activities for employees when moving from one

block to another.

- Reference material to assist in addressing problems, challenges and issues include guidelines and advice from the Conservation Officer II (Silviculture Technician).

RESPONSIBILITY

Accountability and Decision-Making

- Work tasks and activities are highly controlled and monitored.
- Discretion and independence of action is exercised when coordinating and assigning various tasks to employees.

Impact

- Work results can have a positive impact within the immediate work area, department and on the general public when designated areas are planted and thinned to meet departmental specifications.
- Resources such as equipment, finances, health and safety are also impacted when departmental specifications and costs are met.
- Mistakes or errors resulting in 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

- Responsible to provide direction on a day-to-day basis regarding scheduling, assigning and coordinating work of bargaining unit employees.

WORKING CONDITIONS

Environmental Working Conditions

- There is a requirement to wear safety equipment such as safety boots, hard hat, helmet, etc.
- 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 with constant exposure to glare from the sun, wet or slippery surfaces, temperature extremes, and adverse weather conditions. Exposure to unusual/distracting noise, dirt, dust, filth or garbage, fumes, vibration from operating equipment, odours, working in awkward or confining spaces, physical dangers or threats and sharp objects are also experienced in this environment.