

Job Class Profile: Wildlife Biologist I**Pay Level: CG-33 Point Band: 718-741**

Factor	Knowledge	Interpersonal Skills	Physical Effort	Concentration	Complexity	Accountability & Decision Making	Impact	Development and Leadership	Environmental Working Conditions	Total Points
Rating	5	4	3	5	4	4	4	2	4	
Points	233	67	19	24	120	87	83	43	43	719

JOB SUMMARY

The Wildlife Biologist I performs professional work in the study, investigation and conservation of wildlife resources. Work involves responsibility for the collection and reporting of data in support of research or investigations being conducted by senior biologists.

Key and Periodic Activities:

- Initiates and conducts research in reproduction, nutrition and behaviour of wild animals in captivity and co-operates with other biologists of the department in carrying out such research.
- Writes scientific reports on the interpretation and application of technical findings of the research and conservation programs, and on the effect of proposed departmental programs or activities on wildlife resources; prepares reports and statistics and maintains records.
- Performs field surveys collecting data pertaining to wildlife populations and habitat, as well as information on the life history and ecology of wildlife.
- Participates in and compiles reports for review by higher level biologists for transmittal to headquarters.
- Conducts surveys alone or with the aid of technician to determine or evaluate habits of various wildlife species population levels, age and sex ratios, effects of climatic and other environmental factors on population growth including evaluation of habitat.
- Assists senior personnel in determining problems or studies to be investigated, selecting and developing methods to be employed and recommending and implementing management plans and programs which will ensure optimum utilization of resources.
- Administers programs for the care, display and breeding of captive wildlife so that as many aspects of each animal's life history as possible are apparent to the public. Assists in conceiving and designing animal enclosures that will be constructed.
- Assists in the development, implementation and promotion of a province wide wildlife and wetland habitat stewardship program.
- Cooperates and corresponds with the general public and outside agencies and resource user groups on wildlife related issues.
- Supervises seasonal Naturalists involved in the dissemination of information to the public and the regulation of visitor behaviour in parks.
- Plans and develops educational literature and exhibits; plans, develops and conducts public visitation programs to a park including school group visits.

SKILL

Knowledge
<p>General and Specific Knowledge:</p> <ul style="list-style-type: none"> — Knowledge of research methods, statistical analysis and software applications. — Knowledge of current ecological and biological theory and practices. — Knowledge of the Province's ecosystems, wildlife species and ecology. <p>Formal Education and/or Certification(s):</p> <ul style="list-style-type: none"> — Minimum: Undergraduate Science Degree (Biology) or other related Natural Resource discipline with emphasis on population ecology and 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"> — Ability to conduct research and analyze results. — Strong computer skills (software applications). — Strong communication skills. — Ability to develop educational literature and exhibits.
Interpersonal Skills
<ul style="list-style-type: none"> — A range of interpersonal skills are used including listening to information from others, gaining the cooperation of others to complete work and solve problems, instructing/ training and providing expert advice as required. — Communications occur with employees and supervisor within immediate work area and other employees in the department, external stakeholders, clients, municipal or provincial representatives and suppliers. — Most significant contacts are with employees or supervisors in the immediate work area for collaboration on projects; and public/clients to inform on wildlife related issues.

EFFORT

Physical Effort
<ul style="list-style-type: none"> — Occasionally the requirements of the job result in considerable fatigue, requiring periods of rest. — Occasionally lifts heavy objects typically 25-50 lbs. in the performance of field and laboratory work. Work requires the use of gross motor skills for using machinery and equipment and standing, walking and climbing over rough terrain. — May be required to sit at a computer for periods of time and do fine finger or precision work, prepare reports, analyze and maintain data, review and generate maps. Laboratory work requires the use of hand tools that require accurate control and steadiness.
Concentration
<ul style="list-style-type: none"> — Visual concentration is required to review and analyze documents, spreadsheets and statistical data and write reports. A high degree of concentration is required when gathering data, conducting surveys, taking measurements in the field, entering datasets, conducting data

analysis and interpretation.

- **Auditory** concentration may include listening to cell phone in areas of poor reception, listening for animal noises/calls in the field, listening in meetings and answering the telephone.
- There is **repetition** requiring alertness in taking multiple measurements and in checking data transfer from data sheet to digital format.
- **Time pressures** include field and survey work which must be completed during the appropriate window of animal behaviour or season. Reports must be completed in time for regular management meetings or presentation dates. There are regular **interruptions** due to weather conditions, requests for information or consultation meetings with stakeholders.
- There is a need for **exact results and precision** in gathering and measuring data in the field and laboratory, performing calculations, preparing GIS mapping and analysis.

Complexity

- Tasks range from repetitive/well-defined to different but related allowing the use of similar skills and knowledge.
- Problems/challenges/issues are occasionally well defined and have solutions but regularly must be defined and practical solutions found. Research and literature review are often required. Typical problems or challenges are related to the interpretation and application of technical findings of research and conservation programs, and on the effect of proposed departmental programs or activities on wildlife resources.
- Reference material to assist in solving problems includes primary scientific literature, academics, senior professional staff, legislation, and policies.

RESPONSIBILITY

Accountability and Decision-Making

- Provides direction to staff involved in the dissemination of information to the public, prepares and submits referral review letters, develops and delivers presentations and have control over day to day activities.
- Requires formal approval for work assignments and guidance in more critical areas, release of information on government programs to the public, purchasing, leave and changes to program policy and criteria.
- Exercises independence in the conducting and analysis of research projects; in responding to the public when seeking advice regarding stewardship issues and conservation plans.
- A high degree of independent discretion and judgement is exercised in field situations where animal protocols and staff health and safety must be taken into account and in the selection or development of research techniques to be applied.

Impact

- Impacts are felt both internally and externally to the organization, within immediate work area, with clients, customers and the general public and the natural resources of the province.
- Results impact equipment, processes and systems, information, finances, material and human resources health and safety and corporate image.
- Quality of data collection and reporting of data in support of research or investigations conducted by senior biologists; research and scientific analysis; advice and recommendations

impact on wildlife and forestry resource management policy and programs, such as species management and conservation plans, forest management plans, protection and recovery plans, industrial economic development.

- In the event of a mistake or error the consequences are directly felt within the immediate work area, department, outside the department and the government, on clients and the general public with impact on equipment, finances, human resources and corporate image.

Development and Leadership of Others

- There is no supervision of staff.
- Provides on-the-job advice/guidance and direction to seasonal staff.

WORKING CONDITIONS

Environmental Working Conditions

- There is a requirement to use safety equipment and follow safety procedures when operating equipment in the field and/or laboratory.
- Likelihood of minor injury is moderate, with limited likelihood of major injury or illness given that all health and safety regulations are followed.
- Occasionally exposed to noise, glare, dirt and dust, fumes, hazardous chemicals, bodily fluids and waste, infectious disease, odours, wet or slippery surfaces, physical dangers, sharp objects, adverse weather conditions, travel, lack of privacy and temperature extremes while engaged in field and laboratory work.