Job Class Profile: Wildlife Biologist II

Pay Level: CG-38 Point Band: 848-881

Factor	Knowledge	Interpersonal Skills	Physical Effort	Concentration	Complexity	Accountability & Decision Making	Impact	Development and Leadership	Environmental Working Conditions	Total Points
Rating	6	5	3	5	5	5	5	3	4	
Points	280	83	19	24	150	108	103	64	43	874

JOB SUMMARY

The Wildlife Biologist II performs advanced professional work in the study and investigation and conservation of wildlife resources.

Key and Periodic Activities:

- Researches, develops, conducts and reports on scientific studies pertaining to wildlife species in the Province.
- Analyzes data using current statistical techniques and interprets results in the context of prevailing biological and ecological theory and produces scientific reports.
- Provides recommendations and advice to Senior Biologists on research and conservation programs and wildlife management options.
- Conducts, oversees and coordinates field and laboratory research with respect to the ecology, life history population dynamics and habitat features of small game and furbearing species.
- Maintains and synthesizes databases from research projects. Provides analyses and produces scientific reports.
- Assists in the development, implementation and promotion of a province wide wildlife and wetland habitat stewardship program. Negotiates stewardship agreements, in consultation with senior biologist, with municipalities, coastal communities and corporations. Delivers presentations, attends meetings.
- Develops habitat and conservation management plans related to stewardship agreements including related research, plan documentation and map creation.
- Cooperates and corresponds with the general public and outside agencies and resource user groups on wildlife related issues.
- Performs field surveys of wetlands, waterfowl and other wildlife species.
- Develops project proposals relating to the stewardship/conservation of provincial wildlife and wetland habitats.
- Supervises junior and contract staff as well as students.
- Collaborates with provincial and federal agencies as well as academic institutions on research and programs.
- Represents the Division at conferences, meetings and public relations/educational events.

SKILL

Knowledge

General and Specific Knowledge:

— 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.
— Knowledge of project management.

Formal Education and/or Certification(s):

— Minimum: BSc. undergraduate degree in Biology or other related natural resource discipline with emphasis on population ecology and management.

Years of Experience:

— Minimum: 2-3 years

Competencies:

— Ability to apply ecological and biological theory and practices to work activities.
— Ability to conduct research and analyze results and make recommendations.
— Strong computer skills (software applications).
— Strong communication skills.
— Ability to manage projects.

Interpersonal Skills

— A range of interpersonal skills are used including listening to information from others, providing direction, gaining the cooperation of others to complete work and solve problems, facilitating meetings, instructing/training and providing expert advice and policy input.
— 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, students and Executive.
— Most significant contacts are with employees or supervisors in the immediate work area for collaboration on projects; public/clients to inform and work with on research and management programs; and professional advisors for review and advice on research projects.

EFFORT

Physical Effort

— Occasionally the requirements of the job result in considerable fatigue, requiring periods of rest.
— May be required to sit at a computer for extended periods of time and do fine finger or precision work, prepare reports, analyze and maintain data and complex spreadsheets, review and generate maps.
— Occasionally lifts heavy objects typically 25-50 lbs. in the performance of field and laboratory work.
— Occasionally required to perform field and laboratory work requiring gross motor skills, using

machinery and equipment and standing and walking over rough terrain.

Concentration

— **Visual** concentration is required when staring at a computer screen to review and analyze documents, spreadsheets and statistical data, write reports, gather data, conduct surveys and take measurements in the field, enter datasets, conduct 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 multiple times a day.
— **Other sensory demands** are touch when using field equipment, keyboarding, setting up display; olfactory senses are impacted when exposed to animal carcass and related samples.
— There is **repetition** requiring alertness when taking multiple measurements, repeated checking of data transfer from data sheet to digital format.
— **Time pressures** include field work and survey work that must be completed during the appropriate window of animal behaviour or season; report 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; phone calls.
— 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 in analysis.

Complexity

— Tasks at times are repetitive but can also be quite different and related allowing the use of similar skills and knowledge. There are also tasks that are different and unrelated involving a vide variety of responsibilities and situations and could have a limited number or no guidelines or procedures. Tasks can have strategic or policy significance.
— Problems are occasionally well defined and have solutions but regularly problems/issues must be defined and practical solutions found. Research and literature review are often required.
— Typical problems or challenges are related to assessing information needs and developing and conducting research to fill those needs. Other issues revolve around coordinating.
— Reference material to assist in solving problems includes primary scientific literature, academics, senior professional staff, legislation, and policies.

RESPONSIBILITY

Accountability and Decision-Making

— Work is somewhat prescribed and controlled with considerable independence.
— Can plan and prioritize projects, procure equipment and supplies, direct and guide junior staff; prepare and submit referral review letters, develop and deliver presentations and have control over day to day activities.
— Requires formal approval for release of information on government programs to the public, for specialized purchases; and changes to significant program policy and criteria.
— Exercises considerable independence in the planning, 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
— Decisions and/or work has impact 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 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 ongoing supervision of staff. — Performs a team lead and project lead role on research and data collection work; directs, coordinates and monitors the work of project contractual and summer students and assigned technical staff as required.

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 and major injury or illness limited if precautions 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.