

JOB DESCRIPTION

Benchmark Job #376

Ministry: Environment, Lands and Parks
Branch: Fish and Wildlife
Location: Various

Working Title: **Senior Regional Habitat Protection Officer**
Level: Range 24
NOC Code: 2121

PRIMARY FUNCTION

To evaluate the total environmental impacts on fish and wildlife habitats of all resource use and land development proposals within the Region and impose development conditions as required in order to ensure that habitat capability and diversity is maintained.

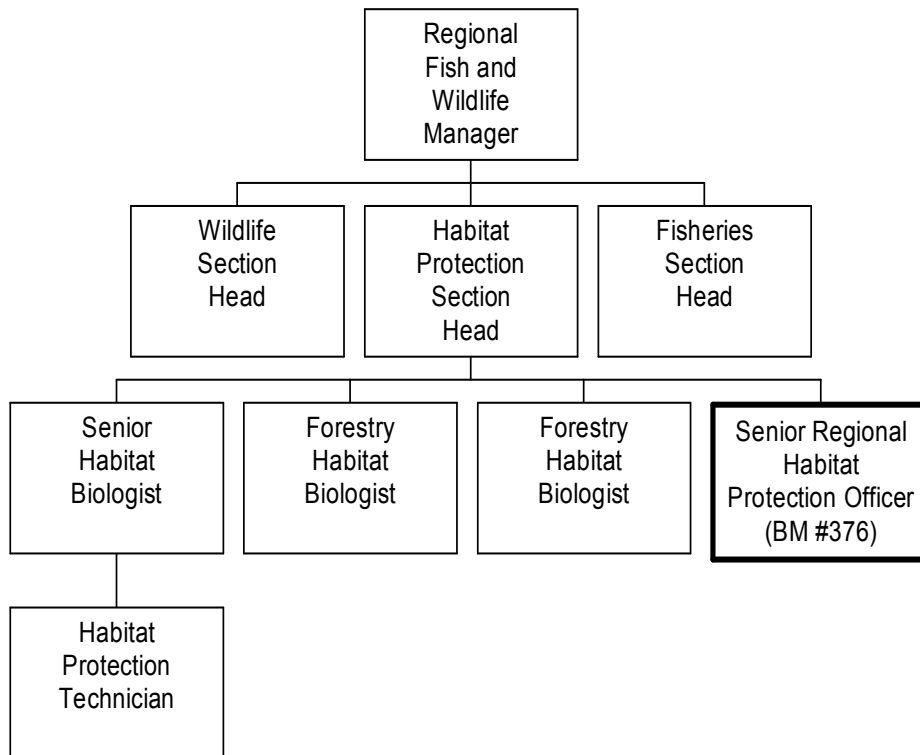
JOB DUTIES AND TASKS

1. Reviews land-use proposals and participates in local integrated resource planning as the ministry representative for fish and wildlife interests, in liaison with responsible authorities and other stakeholders
 - a. participates as a member of the planning review committee and provides guidance integrating a range of biodiversity issues to mitigate habitat impacts for sensitive land-use proposals
 - b. works with highways specialists and major land developers to anticipate construction problems that will impact on fish and wildlife habitat and determines alternative routings and mitigation works
 - c. grants conditional approval for development and determines habitat remediation requirements
 - d. participates in strategic planning with other jurisdictions, industry and stakeholders by providing expertise on habitat issues in the formulation of community development and infrastructure plans

2. Reviews resource use and land development proposals referred by a variety of agencies and evaluates the projected environmental impacts on fish and wildlife habitats
 - a. reviews development proposals, site plans and architectural and engineering drawings
 - b. conducts site visits to determine the nature, status and viability of existing fish and wildlife habitats, identifies and evaluates the site's inter-relationship with adjacent or distant habitats and ecosystems
 - c. evaluates proposed development works to determine total habitat impacts, taking into account the terrain involved and the specifics of the development, and preparing written assessments of the implications and potential adverse impacts on the habitat and its resident or dependent species
 - d. determines the need for environmental impact assessments for development proposals, sets terms of reference, evaluates reports and determines acceptability of conclusions
 - e. makes judgements on the acceptability of development proposals
 - f. sets terms and conditions under which the work may proceed, including construction, constraints and protection zones
 - g. develops plans for mitigating or compensating for adverse effects on habitats and species populations and negotiates viable on-site alternatives and recommends and reviews the design and construction of special structures such as stream diversions, culverts and fishways

3. Performs a variety of duties related to the function of the Habitat Protection Section
 - a. proposes new and reviews existing legislation, guidelines, policies and procedures and assesses impacts of proposed amendments or changes on program delivery
 - b. monitors land development activities to assess the effectiveness of legislation in protecting habitats
 - c. investigates habitat violations to assess impact damage and works with ministry Conservation Officers and federal agencies in bringing prosecutions under various Acts
 - d. provides expertise and advice to enhancement groups, developers and private individuals regarding habitat destruction, protection, rehabilitation, compensation and enhancement
 - e. identifies habitat enhancement opportunities in the assigned geographic area for possible consideration by other sections of the ministry, other agencies or by public conservation groups
 - f. assists with the work of other programs, including acting as a Habitat Officer and exercising related statutory powers as designated under the *Water Act* regulations.

ORGANIZATION CHART
Benchmark Job #376



REASON FOR CLASSIFICATION

Benchmark Job #376

Job Title: Senior Regional Habitat Protection Officer

FACTOR NO.	REASON FOR CLASSIFICATION	DEGREE	CLASS. POINTS
1	<p>JOB KNOWLEDGE Understand the theory of habitat biology to develop habitat protection prescriptions for land-use projects which integrate a range of biodiversity issues and to develop, evaluate and determine the acceptability of conclusions of habitat impact related assessments.</p>	H	280
2	<p>MENTAL DEMANDS Judgement to modify habitat protection techniques to develop habitat protection prescriptions for land-use projects and to determine the conditions under which land-use proposals can proceed.</p>	G	200
3	<p>INTERPERSONAL COMMUNICATIONS SKILL Persuasion required to use basic negotiation skills to induce cooperation and agreement with industry and government officials in achieving fish and wildlife protection objectives.</p>	D	45
4	<p>PHYSICAL COORDINATION AND DEXTERITY Moderate coordination and dexterity required to operate 4X4 vehicles.</p>	C	15
5	<p>RESPONSIBILITY FOR WORK ASSIGNMENTS Guided by environmental protection legislation and scientific standards plans impact assessments and habitat protection prescriptions for land-use projects and develops original resolutions to balance the conflicting demands of habitat protection and land development.</p>	F	160
6	<p>RESPONSIBILITY FOR FINANCIAL RESOURCES Significant financial responsibility to certify satisfactory contract performance for release of payment for impact assessment studies.</p>	E	33
7	<p>RESPONSIBILITY FOR PHYSICAL ASSETS/INFORMATION Considerable responsibility to ensure processes used in the conduct of environmental assessments ensure the quality of the information and data that is gathered meets scientific standards for application.</p>	E	33

REASON FOR CLASSIFICATION

Benchmark Job #376

Job Title: Senior Regional Habitat Protection Officer

FACTOR NO.	REASON FOR CLASSIFICATION	DEGREE	CLASS. POINTS
8	RESPONSIBILITY FOR HUMAN RESOURCES Limited responsibility for human resources to provide professional guidance to land planning review committees.	A	5
9	RESPONSIBILITY FOR WELL BEING/SAFETY OF OTHERS Moderate care and attention to review land use plans which indirectly ensures the well-being of the public by protecting habitat for wildlife resources.	C	15
10	SENSORY EFFORT/MULTIPLE DEMANDS Focused sensory concentration to frequently focus visually on documents and reports.	C	12
11	PHYSICAL EFFORT Moderate physical effort to occasionally hike and climb with a pack.	C	12
12	SURROUNDINGS Exposure to occasional outside work in all weather conditions.	B	4
13	HAZARDS Limited exposure to hazards from occasionally working alone in remote or isolated areas.	B	4

Total Points: 818

Level: Range 24

JOB DESCRIPTION

Benchmark Job #082

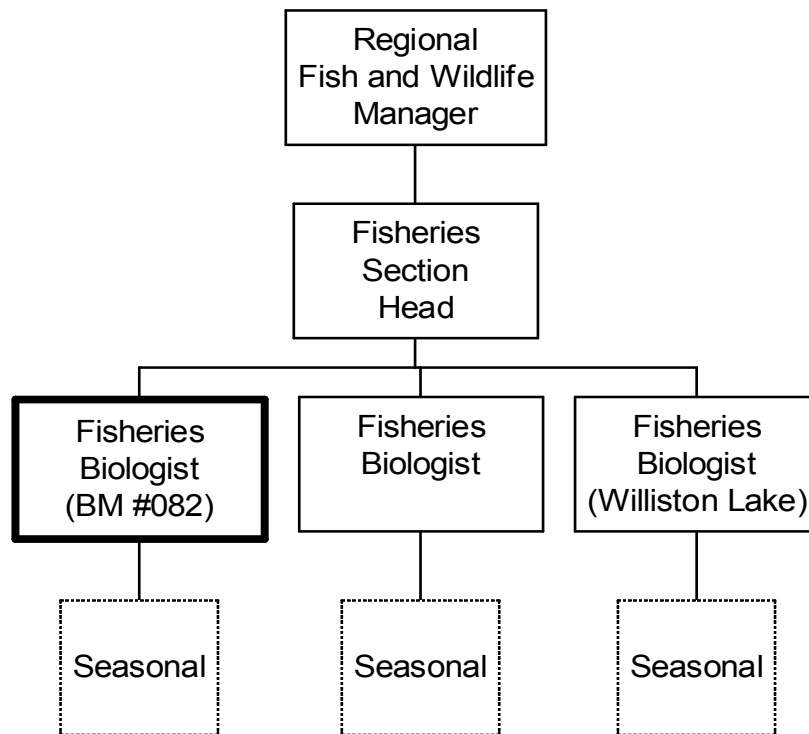
Ministry:	Environment, Lands and Parks	Working Title:	Fisheries Biologist
Branch:	Regional Operations and Wildlife	Level:	Range 24
Location:	Prince George	NOC Code:	2121

PRIMARY FUNCTION

To plan, implement and review fisheries management projects and to maintain the diversity and viability of fish species in small lakes in an assigned geographic area.

JOB DUTIES AND TASKS

1. Plans, initiates and directs fisheries enhancement projects
 - a. designs and executes small lake surveys to assess fish stocks
 - b. develops management programs and makes recommendations
 - c. assesses and establishes baseline data of small lakes to determine feasibility of stocking for sport fishing, enhancement and rehabilitation
 - d. organizes and implements stocking programs
 - e. plans, initiates and reviews small lakes angler surveys
 - f. inspects and conducts surveillance for permit compliance of all domestic fish ponds
 - g. prepares summaries and technical reports as required
 - h. provides expert advice to staff, government agencies, and stakeholders
 - i. investigates fish die-off and habitat alienation in small lakes
 - j. directs seasonal staff (up to 2 FTEs) including training, scheduling and assigning work
 - k. assesses the effectiveness of projects and programs and recommends modifications if necessary
 - l. determines impact of land use practises on fish stocks
 - m. recommends approval of permit applications
2. Administers Fisheries management projects on small lakes
 - a. develops and recommends annual project budgets and monitors program expenditures
 - b. writes terms of reference for contracts, negotiates prices up to \$100,000, reviews, tenders and recommends payment based on satisfactory completion of project
 - c. authorizes local minor purchase orders (LMPOs) and uses petty cash to make purchases
3. Prepares species management and watershed plans for inclusion into regional plans
 - a. assists in determining long range species management plans for small lakes
 - b. conducts analysis of sample data
 - c. develops monitoring plans to review management strategies
4. Performs other related duties
 - a. participates on the Small Lakes Committee and in various workshops
 - b. attends public meetings and gives presentations as required
 - c. provides routine maintenance on an inventory of field equipment such as sampling equipment, electro shockers, boats, motors and chainsaws
 - d. organizes, maintains and updates small lakes database
 - e. operates 4x4 vehicle and small boats to attend field site locations
 - f. sets and pulls gillnets
 - g. snorkels to collect data



ORGANIZATION CHART
Benchmark Job #082

FACTOR NO.	REASON FOR CLASSIFICATION	DEGREE	CLASS. POINTS
1	<p>JOB KNOWLEDGE Understand the theory of freshwater biology to plan, research, and implement fisheries management projects to maintain diversity and viability of fish species in small lakes.</p>	H	280
2	<p>MENTAL DEMANDS Judgement to modify fisheries enhancement techniques to plan, implement and assess fisheries management projects for small lakes in an assigned geographical area.</p>	G	200
3	<p>INTERPERSONAL COMMUNICATION SKILLS Persuasion required to use basic negotiation skills to reach agreement with contractors on project terms, conditions and costs.</p>	D	45
4	<p>PHYSICAL COORDINATION AND DEXTERITY Moderate coordination and dexterity required to snorkel and swim to collect fish data and to set and pull gillnets from boats.</p>	C	15
5	<p>RESPONSIBILITY FOR WORK ASSIGNMENTS Guided by local fisheries plans and biological science, initiate, plan and implement inland fisheries management projects through contractors and seasonal staff, assess the success of projects and recommend required modifications.</p>	F	160
6	<p>RESPONSIBILITY FOR FINANCIAL RESOURCES Significant financial responsibility to negotiate fish enhancement contracts up to \$100,000 and certify completion.</p>	E	33
7	<p>RESPONSIBILITY FOR PHYSICAL ASSETS/INFORMATION Considerable responsibility to control processes used to establish baseline data of small lakes to ensure the quality of the data against standards for scientific application.</p>	E	33

ORGANIZATION CHART
Benchmark Job #082

FACTOR NO.	REASON FOR CLASSIFICATION	DEGREE	CLASS. POINTS
8	RESPONSIBILITY FOR HUMAN RESOURCES Responsibility to assign, monitor, and review work of seasonal workers (2 FTEs).	CD	14
9	RESPONSIBILITY FOR WELL BEING/SAFETY OF OTHERS Moderate care and attention to operate power boats and vehicles as a designated driver.	C	15
10	SENSORY EFFORT/MULTIPLE DEMANDS Close requirement to regularly prepare technical reports on fisheries enhancement projects by target date.	B	6
11	PHYSICAL EFFORT Relatively heavy physical effort to regularly hike and climb with pack, to snorkel and to swim.	D	18
12	SURROUNDINGS Exposure to all weather conditions frequently with no shelter when conducting field work at lakes, streams and rivers.	D	9
13	HAZARDS Significant exposure to hazards from frequent field trips in remote areas.	D	9

Total Points: 837

Level: Range 24

JOB DESCRIPTION

Benchmark Job #357

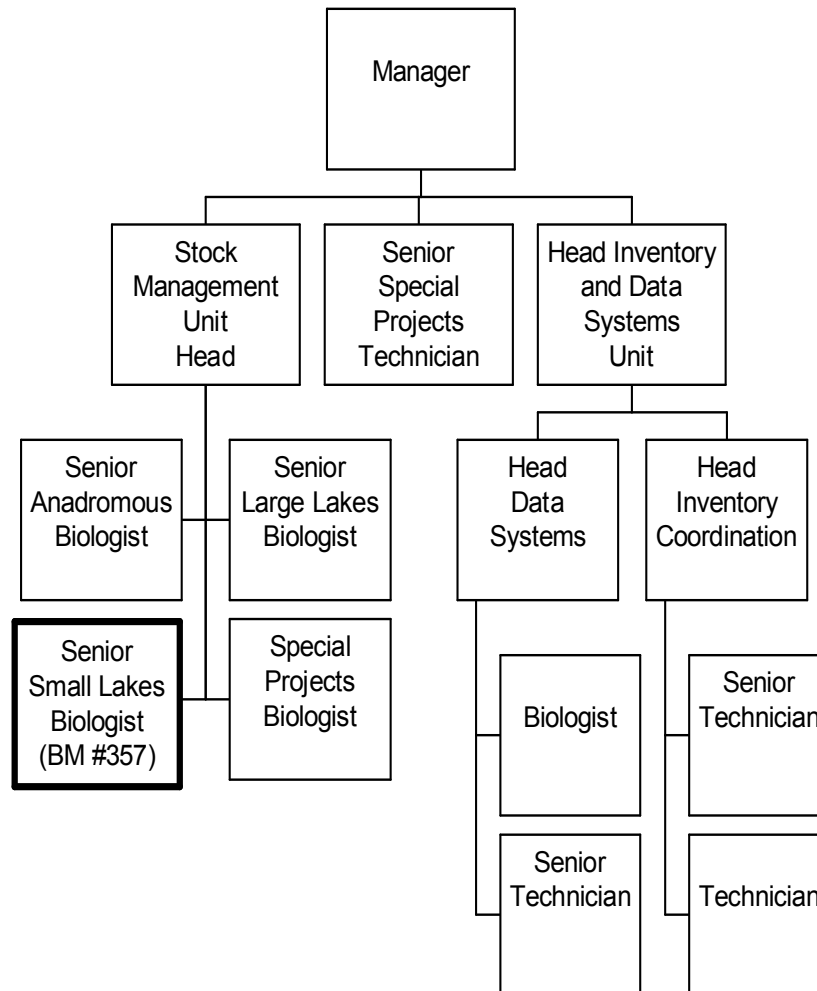
Ministry:	Environment, Lands and Parks	Working Title:	Senior Small Lakes Biologist
Branch:	Fish, Wildlife and Habitat	Level:	Range 24
Location:	Victoria	NOC Code:	2121

PRIMARY FUNCTION

To plan, coordinate and implement initiatives to develop and maintain sport fishing in throughout the province through habitat protection, enhancement and fish population control for the small lakes component of the Stock Management Program.

JOB DUTIES AND TASKS

1. Determines allowable exploitation of wild fish stocks, spawning escapement goals, effect of hatchery stocks on wild stock and angling opportunities to ensure conservation of wild fish
 - a. formulates and tests hypotheses and mathematical models through scientific knowledge of ecological interactions, field observation, survey, and review of literature and population statistics
 - b. assesses and determines habitat capability, population, structure, density, growth, biomass, survival, enhancement options and stock sensitivity to resource use and industrial development
 - c. assesses performance and cost benefits of habitat improvement and hatchery stocking projects
 - d. recommends solutions or mitigation strategies such as habitat improvement, flow augmentation and fishery regulation changes to solve fish supply/demand and habitat quality problems
2. Provides specialist consultation and advice regarding small lakes stock management planning, methodology, testing, and improvement techniques to ensure high quality in regional implementation
 - a. represents the fisheries program at meetings of a variety of jurisdictions related to small lakes stock management and serves as an expert witness at hearings and trials
 - b. provides a specialist advisor services to program staff and a variety of agencies and stakeholders
3. Develops, arranges and presents training on standards, procedures, safety and certification programs on electro-fishing, lake rehabilitation, data interpretation and related matters to maintain standards
 - a. identifies training needs and objectives in consultation with headquarters and regional specialists
 - b. develops and delivers courses and workshops to supervisors, employees and contractors
4. Develops, implements and monitors small lakes stock assessment and monitoring protocols, standards, and manuals to ensure provincial wide uniformity
 - a. determines stock management objectives in consultation with resource professionals
 - b. develops provincial strategies for small lakes stock management in consultation with regional and headquarters staff and reviews regional management plans
 - c. interprets and analyzes relevant scientific and technical literature and prepares and edits technical and comprehensive scientific reports for external publication
 - d. develops and adapts assessment and monitoring protocols, standards, and methodologies in consultation with regional specialists
 - e. explains requirements for small lakes fish habitat evaluation and stock management strategies to appropriate Standing Committees and technical working groups
5. Plans and coordinates small lakes assessment and monitoring project surveys within the established strategic objective of the Fisheries program
 - a. plans assessment and monitoring surveys collation, including field studies and applied research
 - b. designs sampling methodology to ensure validity and reliability, and modify and calibrate survey and monitoring equipment to meet specific requirements of a project
 - c. conducts or coordinates standard collection, analysis and reporting methodology
 - d. attends field site locations to collect data, monitor fish stocks and investigate issues
6. Coordinates administrative functions
 - a. drafts contracts, monitors compliance with contracted terms and certifies satisfactory performance
 - b. prepares activity plans, schedules field work, co-ordinates work flow, and establishes priorities
 - c. coordinates the activities of seasonal work crews, assigns work and provides technical direction



REASON FOR CLASSIFICATION

Benchmark Job #357

Job Title: Senior Small Lakes Biologist

FACTOR NO.	REASON FOR CLASSIFICATION	DEGREE	CLASS. POINTS
1	<p>JOB KNOWLEDGE Understand the theory of fish biology coordinate the specialized small lakes component of the Stock Management Program to determine the allowable exploitation of wild fish stocks, spawning escapement goals, the effect of hatchery stocks on wild stock and to develop assessment and monitoring policies and standards.</p>	H	280
2	<p>MENTAL DEMANDS Judgement to modify strategies for fish habitat mitigation and improvement, to control fish populations, and to determine appropriate stock management objectives.</p>	G	200
3	<p>INTERPERSONAL COMMUNICATIONS SKILLS Persuasion required to use basic negotiation skills to secure the cooperation of peers and interest groups in the planning and implementation of lake fisheries management and in the acceptance of new fisheries assessment methods.</p>	D	45
4	<p>PHYSICAL CO-ORDINATION AND DEXTERITY Significant coordination and dexterity required to calibrate and modify survey and test equipment to meet specific project requirements.</p>	D	22.5
5	<p>RESPONSIBILITY FOR WORK ASSIGNMENTS Guided by environmental protection legislation and scientific standards determines the habitat capability of lakes, plans and implements initiatives to improve fish populations, and develops conclusions from studies to be applied to stock management.</p>	F	160
6	<p>RESPONSIBILITY FOR FINANCIAL RESOURCES Significant financial responsibility to certify satisfactory contract performance for assessment and monitoring surveys.</p>	E	33
7	<p>RESPONSIBILITY FOR PHYSICAL ASSETS/INFORMATION Considerable responsibility to control processes used in field observation and surveys to ensure that the quality of information used to assess fish stocks meets standards for scientific application.</p>	E	33

REASON FOR CLASSIFICATION

Benchmark Job #357

Job Title: Senior Small Lakes Biologist

FACTOR NO.	REASON FOR CLASSIFICATION	DEGREE	CLASS. POINTS
8	RESPONSIBILITY FOR HUMAN RESOURCES Responsibility to assign, monitor, and review work of seasonal staff (up to 5 FTEs).	CD	14
9	RESPONSIBILITY FOR WELL BEING/SAFETY OF OTHERS Moderate care and attention to indirectly ensure the well-being of the public by ensuring that freshwater fish resources are sustained.	C	15
10	SENSORY EFFORT/MULTIPLE DEMANDS Focused sensory concentration and attention to detail to frequently focus visually on documents and reports.	C	12
11	PHYSICAL EFFORT Moderate physical effort for occasional hiking and climbing with a pack.	C	12
12	SURROUNDINGS Exposure to regular outside work in all weather conditions with no shelter.	C	6
13	HAZARDS Moderate exposure to hazards from regularly performing work on field trips to remote areas.	C	6

Total Points: 838.5

Level: Range 24

Ministry:	Environment, Lands and Parks	Working Title:	Regional Fisheries Biologist
Branch:	Fisheries Branch	Level:	Range 24
Location:	Cranbrook	NOC Code:	2121

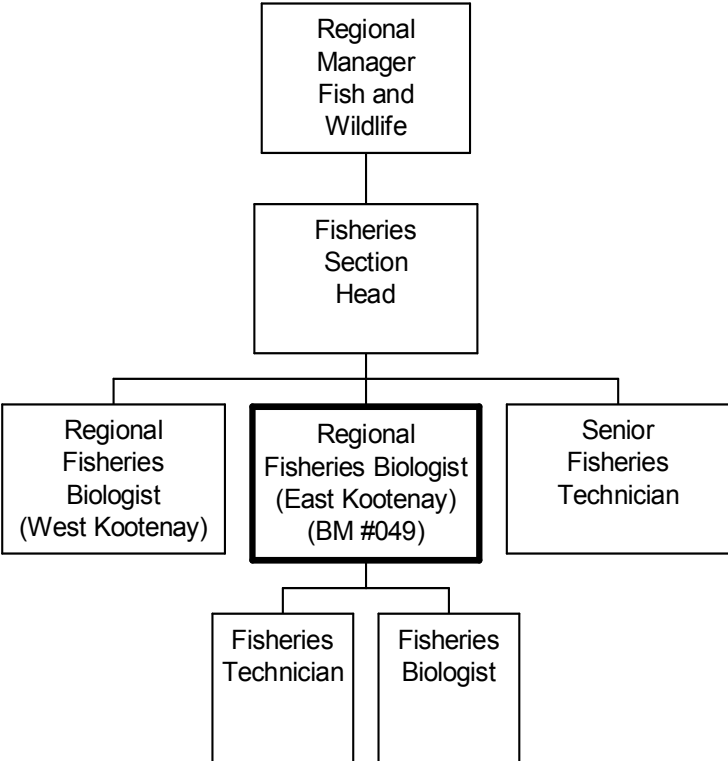
PRIMARY FUNCTION

To plan, coordinate and implement the Regional Fisheries Program in the East Kootenays.

JOB DUTIES AND TASKS

1. Plans, coordinates and implements the Regional Fisheries Program in the East Kootenays
 - a. determines appropriate levels of use based on biological capability and angler demand
 - b. designs, supervises and implements census programs for various fish species
 - c. recommends annual stocking programs
 - d. develops regulations to effect management prescriptions
 - e. develops and reviews user participation surveys and determines the applicability of survey data
 - f. develops management plans for the region or for specific lakes
 - g. participates in Provincial Committees for Small Lakes
 - h. prepares reports and edits and reviews reports prepared by staff
 - i. recommends policies and operational procedures to Section Head and Fisheries Program Director
 - j. keeps up-to-date on fisheries related scientific literature
2. Provides estimates of resource abundance and capability
 - a. determines present stock status and theoretical carrying capacity for lake, river and stream fisheries
 - b. designs and conducts surveys of fish abundance, distribution, mortality, habitat and physical factors
 - c. conducts and supervises lake and stream inventory projects in remote areas
3. Conducts fisheries enhancement by planning, directing and implementing fish enhancement projects in the East Kootenays
 - a. identifies and develops opportunities consistent with Regional priorities and the Fisheries Program Strategic Plan for consideration by the Habitat Conservation Fund
 - b. reviews enhancement opportunities submitted by stakeholders for consistency with Branch goals
 - c. develops and reviews externally funded projects for compensation and/or mitigation
 - d. determines effectiveness of enhancement prescriptions and recommends modifications
4. Participates in the preparation of regional operational plans and fisheries statements consistent with goals, objectives and policies of the Fisheries Program Strategic Plan
 - a. determines, in consultation with Fisheries Section Head, long range species management objectives
 - b. participates in species planning through national and international planning groups
 - c. develops and implements monitoring programs to assess plan success in meeting objectives
5. Provides administrative services for the Fisheries Program
 - a. develops and recommends annual budgets of over \$100,000 and controls and monitors expenditures
 - b. prepares contracts, monitors compliance to contractual terms and conditions, certified performance for release of payment.
 - c. supervises two staff (2 FTEs), conducts performance appraisals, initiates disciplinary action and ensures crew safety
6. Provides expert advice and conducts applied research on Fisheries resource management
 - a. exchanges information with other government agencies, industry and special interest groups
 - b. recommends and conducts applied research projects and special studies
 - c. publishes articles in scientific journals and makes presentations to scientific conferences
 - d. participates in public meetings and workshops and provides information to the media
7. Performs other related duties
 - a. participates in BC Hydro projects and in native co-management of fisheries resources
 - b. operates motor boat, 4x4 vehicle and water sampling equipment

ORGANIZATIONAL CHART
Benchmark Job #049



REASON FOR CLASSIFICATION

Benchmark Job #049

Job Title: Regional Fisheries Biologist

FACTOR NO.	REASON FOR CLASSIFICATION	DEGREE	CLASS. POINTS
1	<p>JOB KNOWLEDGE Understand the theory of freshwater fisheries biology to plan, coordinate and implement fisheries enhancement programs to protect and control fisheries in small lakes and streams of the East Kootenays.</p>	H	280
2	<p>MENTAL DEMANDS Judgement to modify fisheries enhancement techniques and approaches to ensure the best management practices for small lakes and streams in the East Kootenays.</p>	G	200
3	<p>INTERPERSONAL COMMUNICATION SKILLS Persuasion required to use basic negotiation skills in presenting controversial ministry environmental positions with the media and at public meetings to gain support.</p>	D	45
4	<p>PHYSICAL COORDINATION AND DEXTERITY Moderate coordination and dexterity required to drive vehicle on highways and logging roads and to operate boats to conduct fisheries research projects.</p>	C	15
5	<p>RESPONSIBILITY FOR WORK ASSIGNMENTS Guided by regional priorities and Fisheries Program Strategic Plans, plan, coordinate and implement a fisheries projects for small lakes and streams in the East Kootenays.</p>	F	160
6	<p>RESPONSIBILITY FOR FINANCIAL RESOURCES Significant financial responsibility to prepare language for fisheries enhancement and survey contracts, monitor contracts and certify performance for payment.</p>	E	33
7	<p>RESPONSIBILITY FOR PHYSICAL ASSETS/INFORMATION Considerable responsibility to control processes associated with surveys, census and biological capability information and ensure the quality of information meets standards for scientific application.</p>	E	33

REASON FOR CLASSIFICATION

Benchmark Job #049

Job Title: Regional Fisheries Biologist

FACTOR NO.	REASON FOR CLASSIFICATION	DEGREE	CLASS. POINTS
8	RESPONSIBILITY FOR HUMAN RESOURCES Responsibility to supervise biologist and technician, appraise employee performance and take disciplinary action (2 FTEs).	DE	20
9	RESPONSIBILITY FOR WELL BEING/SAFETY OF OTHERS Moderate care and attention to ensure workers follow safety procedures during field work in remote areas, including operation of electro-shockers, boats, chain saws and vehicles.	C	15
10	SENSORY EFFORT/MULTIPLE DEMANDS Focused attention to detail to frequently read technical data and write scientific project papers and plans.	C	12
11	PHYSICAL EFFORT Relatively heavy physical effort to occasionally lift and carry heavy boats, motors, gas tanks and other equipment and to regularly hike and climb with pack.	D	18
12	SURROUNDINGS Exposure to isolated field conditions regularly while performing field work during the summer season.	C	6
13	HAZARDS Moderate exposure to hazards from regular field trips to remote areas to conduct lake and stream inventories.	C	6

Total Points: 843

Level: Range 24

JOB DESCRIPTION

Benchmark Job #355

Ministry: Environment, Lands and Parks
Branch: Fish, Wildlife and Habitat
Location: Kamloops

Working Title:
Level:
NOC Code:

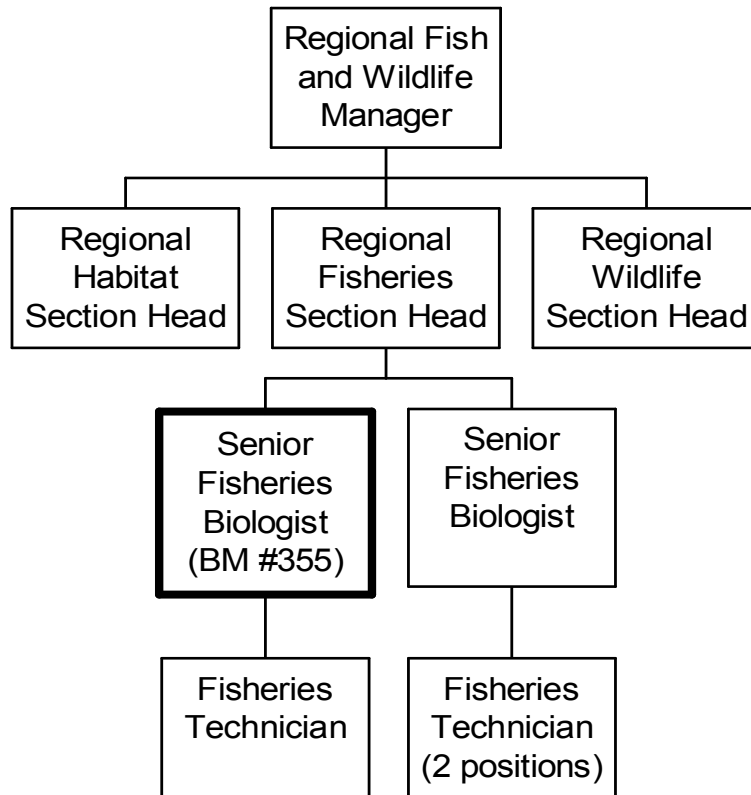
Regional Senior Fisheries Biologist
Range 24
2121

PRIMARY FUNCTION

To coordinate and implement all aspects of steelhead and resident fish management in designated river systems and to develop field projects to advance enhancement and recreation opportunities.

JOB DUTIES AND TASKS

1. Develops and coordinates a fish resource management strategy for river systems in the Thompson/Nicola subregion
 - a. provides estimates of fish stock abundance and habitat capability using current methodologies
 - b. designs, supervises and conducts field surveys on fish distribution, mortality, angler use, and related variables and performs data analysis and statistical modelling
 - c. determines appropriate harvest rates, sustainability, and capacity for regeneration
 - d. designs management strategies and prescriptions for all rivers and streams within the sub region
 - e. develops and rationalizes regulations for section head approval
 - f. develops working relationships and co-operative management agreements with First Nations
 - g. develops, in consultation with Fisheries Section Head, long range species management objectives and species management plans
 - h. participates with Department of Fisheries and Oceans (DFO) in the development and implementation of commercial fishing plans affecting an 80 million dollar industry
2. Plans and implements enhancement and rehabilitation projects for a variety of fish species in rivers within the Thompson/Nicola sub-region
 - a. identifies, recommends and implements enhancement opportunities
 - b. plans and implements the anadromous brood stock collection program
 - c. plans and co-ordinates water management strategies with a range of agencies and stakeholders in order to secure base water flows for fish habitat
 - d. develops and participates with native bands in co-operative fisheries enhancement projects
3. Performs administrative functions
 - a. develops project budget estimates, purchases equipment and supplies, prepares requisitions up to \$2,000 and administers project expenditures up to \$300,000 per project
 - b. administers contracts and drafts contract language, evaluates tenders, monitors contracts for compliance to terms and conditions, and certifies satisfactory contract performance
 - c. supervises one senior technician, appraises performance and takes disciplinary action and supervises additional seasonal employees, trainees and volunteers (2 FTEs)
 - d. develops submissions to DFO including cost estimates, staff requirements, equipment needs, project timing and logistics to enhance steelhead stocks
4. Leads and coordinates staff of other regions in developing and implementing field programs, in co-operation with DFO, to reduce the interception of steelhead in commercial salmon net fisheries
 - a. participates in three Federal Fisheries management regions
 - b. coordinates projects with the salmon fishing industry and DFO to develop new net fishing guidelines aimed at regulation changes to minimize incidental steelhead catches
5. Develops and implements applied research projects dealing with river fisheries
 - a. prepares and edits scientific/technical reports and presents technical papers at conferences
 - b. develops solutions to mixed stock fishery problems
 - c. conducts field studies, utilizes data collection equipment, and attends field sites
6. Provides technical and professional extension service on river fisheries management
 - a. advises and consults with colleges, industry, consultants, and other agencies
 - b. participates in local and international workshops, symposia and public forums
 - c. supplies information and gives technical presentations to special interest groups and prepares and provides information for the public through media sources



REASON FOR CLASSIFICATION

Benchmark Job #355

Job Title: Regional Senior Fisheries Biologist

FACTOR NO.	REASON FOR CLASSIFICATION	DEGREE	CLASS. POINTS
1	<p>JOB KNOWLEDGE Understand the theory of fish biology to plan fish resource management, enhancement, rehabilitation and conducts studies in river systems.</p>	H	280
2	<p>MENTAL DEMANDS Judgement to modify fish protection techniques to rehabilitate, enhance and manage fish stocks.</p>	G	200
3	<p>INTERPERSONAL COMMUNICATIONS SKILLS Persuasion required to use basic counselling skills to induce cooperation and agreement with fish and game interest groups and First Nations in achieving fish protection objectives.</p>	D	45
4	<p>PHYSICAL CO-ORDINATION AND DEXTERITY Moderate coordination and dexterity required to operate 4x4 vehicles to attend field site locations.</p>	C	15
5	<p>RESPONSIBILITY FOR WORK ASSIGNMENTS Guided by environmental protection legislation and scientific standards, plans fish management, enhancement, and rehabilitation projects.</p>	F	160
6	<p>RESPONSIBILITY FOR FINANCIAL RESOURCES Significant responsibility to certify satisfactory contract performance for fisheries enhancement or rehabilitation studies.</p>	E	33
7	<p>RESPONSIBILITY FOR PHYSICAL ASSETS/INFORMATION Considerable responsibility to control processes used in the conduct of field studies and surveys to ensure that the quality of information and data that is obtained meets scientific standards for application to fish management issues.</p>	E	33

REASON FOR CLASSIFICATION

Benchmark Job #355

Job Title: Regional Senior Fisheries Biologist

FACTOR NO.	REASON FOR CLASSIFICATION	DEGREE	CLASS. POINTS
8	RESPONSIBILITY FOR HUMAN RESOURCES Responsibility to supervise employee and seasonal staff, appraise employee performance and take disciplinary action (2 FTEs).	DE	20
9	RESPONSIBILITY FOR WELL BEING/SAFETY OF OTHERS Moderate care and attention for the indirect well being of others by ensuring that fish resources are sustained.	C	15
10	SENSORY EFFORT/MULTIPLE DEMANDS Focused attention to detail to frequently focus visually on documents and reports.	C	12
11	PHYSICAL EFFORT Relatively heavy physical effort for regular hiking and climbing with a pack when conducting field studies.	D	18
12	SURROUNDINGS Exposure to outside work in all weather conditions on a regular basis with no opportunity for shelter.	C	6
13	HAZARDS Moderate exposure to hazards from regularly working alone in remote or isolated areas.	C	6

Total Points: 843

Level: Range 24

JOB DESCRIPTION

Benchmark Job #356

Ministry: Fisheries and Wildlife
Branch: Environment
Location: Various

Working Title
Level:
NOC Code:

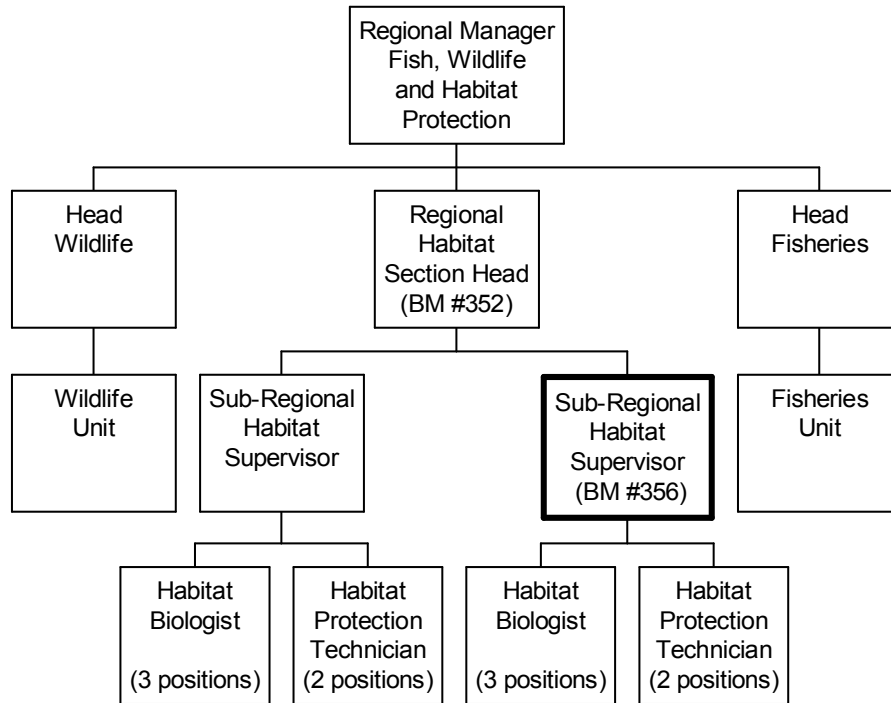
Sub-Regional Habitat Supervisor
Range 27
2121

PRIMARY FUNCTION:

To plan, coordinate and implement integrated fish, wildlife, forest and watershed resource management initiatives and to provide authoritative advice and guidance on all habitat related issues within a designated sub-region.

JOB DUTIES AND TASKS:

1. Plans, coordinates and implements fish and wildlife resource assessment and integration into regional and local integrated resource use and sustainable development planning initiatives
 - a. synthesizes and analyzes ecosystem inventory information utilizing a large number of variables
 - b. develops watershed-specific fish and wildlife management strategies and seeks mitigation and enhancement opportunities in conjunction with other resource use strategies
 - c. reviews and edits contributions from other plan components to ensure consistency and quality
 - d. develops and implements monitoring plans to ensure program goals and objectives are being met
 - e. participates in development of licensee-agency agreements for integrated resource management
 - f. conducts field inspections to do habitat assessments and identify habitat management issues
 - g. coordinates the collection of baseline habitat data through field studies, contracts and surveys
 - h. plans and develops an enhanced tracking system, electronic file transfer capabilities, document management conventions, standard word-processing products and guidelines for security
2. Provides advice and direction to Habitat Protection Biologists and Technicians in assessing current and long-term impacts of forest management on fisheries and wildlife habitats and recommends appropriate harvesting and post-harvesting silvicultural alternatives
 - a. assesses current pattern of watershed development and changes to habitat diversity and makes interpretations of potential development patterns which will likely be proposed in future plans
 - b. develops strategies to address forest harvesting impacts on downstream fisheries habitats
 - c. assesses, confirms or modifies ungulate winter range boundaries to allow certain timber harvesting proposals to proceed without jeopardizing habitat interests and goals
 - d. reviews large-scale forest fertilization proposals and assesses negative impacts on habitats
3. Provides advice and instruction in the Forest Region on silvicultural treatments and techniques recommended to maintain or enhance the suitability of habitats in second-growth forests
 - a. instructs professional staff in the operational implementation of habitat related programs
 - b. plans regional strategies for implementing recommendations of habitat related programs
 - c. provides advice to Habitat Protection staff for 5-year development plan reviews on areas recommended for silvicultural treatment to sustain long-term wildlife habitat suitability
 - d. consults with government and forest industry professionals to develop and apply appropriate silvicultural strategies for wildlife habitat enhancement
4. Supervises staff and performs administrative activities
 - a. supervises three Habitat Protection Biologists and two Habitat Protection Technicians by allocating work, assessing performance, providing mentorship guidance and initiating disciplinary measures if required
 - b. drafts contracts for services, monitors compliance with terms and conditions and certifies satisfactory contract performance
5. Performs other duties
 - a. represents the region and the ministry on working groups and task forces to address policy, guidelines, development issues and cooperative resource management strategies
 - b. advises and directs Habitat Protection staff on non-forestry referrals such as floodplain management, stream channelization, pesticides, and hydro projects
 - c. prepares assessments as the regional environmental forestry specialist and investigates concerns brought forward by the public and other stakeholders



REASON FOR CLASSIFICATION

Benchmark Job #356

Job Title: Sub-Regional Habitat Supervisor

FACTOR NO.	REASON FOR CLASSIFICATION	DEGREE	CLASS. POINTS
1	<p>JOB KNOWLEDGE Understand the theory of habitat biology and the interrelationship of fish, wildlife, forestry and watersheds to develop impact assessments and habitat protection prescriptions.</p>	H	280
2	<p>MENTAL DEMANDS Judgement to plan, organize and evaluate habitat protection strategies in a designated sub-region to develop habitat protection prescriptions for forestry projects and determine alternatives to mitigate habitat impact.</p>	H	250
3	<p>INTERPERSONAL COMMUNICATIONS SKILL Persuasion required to use basic counselling skills to induce cooperation/agreement with industry and government officials in achieving fish and wildlife habitat protection objectives.</p>	D	45
4	<p>PHYSICAL COORDINATION AND DEXTERITY Moderate coordination and dexterity required to operate 4x4 units.</p>	C	15
5	<p>RESPONSIBILITY FOR WORK ASSIGNMENTS Guided by environmental protection legislation and scientific standards, plans impact assessments and habitat protection prescriptions for forest projects and determines parameters under which projects can proceed.</p>	F	160
6	<p>RESPONSIBILITY FOR FINANCIAL RESOURCES Significant financial responsibility to certify satisfactory contract performance for impact assessment studies.</p>	E	33
7	<p>RESPONSIBILITY FOR PHYSICAL ASSETS/INFORMATION Considerable responsibility to control processes used in the conduct of surveys and field studies to ensure that the quality of data and information meets standards for scientific application.</p>	E	33

REASON FOR CLASSIFICATION
 Benchmark Job #356
 Job Title: Sub-Regional Habitat Supervisor

FACTOR NO.	REASON FOR CLASSIFICATION	DEGREE	CLASS. POINTS
8	RESPONSIBILITY FOR HUMAN RESOURCES Responsibility to supervise three Habitat Protection Biologists and two Habitat Protection Technicians, appraise employee performance and take disciplinary action (5 FTEs).	DE	20
9	RESPONSIBILITY FOR WELL BEING/SAFETY OF OTHERS Moderate care and attention for the indirect well being of others by ensuring fish, wildlife, and watershed areas are protected.	C	15
10	SENSORY EFFORT/MULTIPLE DEMANDS Focused sensory concentration and attention to detail to frequently focus visually on documents and reports.	C	12
11	PHYSICAL EFFORT Relatively heavy physical effort to regularly hike and climb with a pack.	D	18
12	SURROUNDINGS Exposure to frequent outside work in all weather conditions.	C	6
13	HAZARDS Moderate exposure to hazards from regularly working alone in remote or isolated areas.	C	6

Total Points: 893

Level: Range 27

JOB DESCRIPTION

Benchmark Job #354

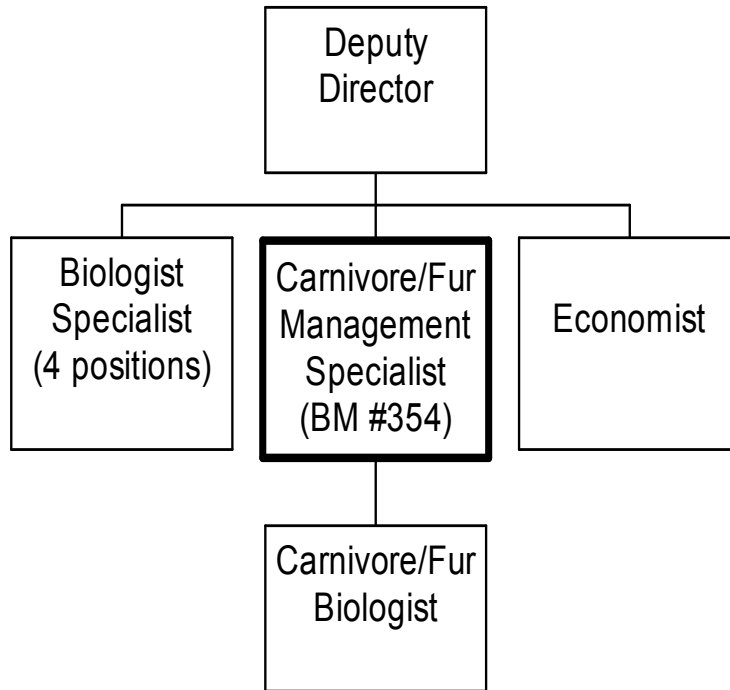
Ministry:	Environment	Working Title:	Carnivore/Fur Management Specialist
Branch:	Wildlife Branch	Level:	Range 30
Location:	Victoria	NOC Code:	2121

PRIMARY FUNCTION

To design, plan and evaluate provincial programs to sustain carnivore and furbearing populations.

JOB DUTIES AND TASKS

1. Directs and co-ordinates the province-wide management of grizzly bear, cougar, and furbearers
 - a. establishes objectives for management, enhancement and control
 - b. evaluates and approves provincial plans for each species
 - c. negotiates and formulates agreements with other provincial, national and international agencies
 - d. establishes priorities for inventory, enhancement and protection of populations
 - e. obtains input from Ministry staff and staff specialists from other jurisdictions and agencies
 - f. obtains public input for controversial programs by attending public meetings, meeting with stakeholders and chairing public advisory group meetings
2. Formulates and recommends provincial policy and legislation for the management of grizzly bear, cougar and furbearers, their habitats and uses
 - a. prepares Ministry policy and technical procedures
 - b. sets provincial standards for limiting harvest or other human activity
 - c. formulates provincial standards for management in consultation with regional staff
 - d. checks technical and policy related aspects of regional recommendations for regulation including those related to inter-provincial and national agreements of law
 - e. organizes and recommends development of regulations under provincial and federal legislation
3. Develops criteria and evaluates the effectiveness of Ministry actions to manage carnivore and furbearing animals
 - a. evaluates application of policy, procedures, programs and regulations
 - b. reviews policies, procedures and programs in other jurisdictions for possible application in the province
4. Directs the development and maintenance of technical standards
 - a. sets methods and provincial standards for population management of carnivores and furbearers
 - b. checks scientific literature and applies pertinent information to the development of provincial standards
 - c. identifies and recommends research needs and prepares scientific reports for publication
 - d. evaluates and edits field project reports and publications for technical completeness
 - e. conducts animal and habitat surveys on projects in cooperation with regional staff
5. Effects extensive technical and administrative contacts and administers a budget
 - a. works with staff on the analysis, evaluation and methods to formulate program positions on management of carnivores, furbearers, traplines and on handling of politically sensitive matters
 - b. administers an annual budget exceeding \$250,000 by approving expenditures, cost control and annual budget preparation
 - c. evaluates and coordinates ministry and other agency activities related to the provincial grizzly bear, cougar and furbearer programs
 - d. negotiates contracts, monitors compliance with terms and conditions, and certifies satisfactory contract performance
6. Performs other related duties
 - a. supervises one biologist, allocates work, and conducts performance appraisals
 - b. advises and briefs ministry executive of current issues respecting carnivores and furbearers
 - c. responds to inquiries from the public and media on issues related to carnivores/furbearers
 - d. represents the province and ministry at national and international meetings
 - e. drives 4x4 vehicles to attend field site locations
 - f. conducts field trips to collect data, observe habitat sites, and study furbearing mammals



REASON FOR CLASSIFICATION

Benchmark Job #354

Job Title: Carnivore/Fur Management Specialist

FACTOR NO.	REASON FOR CLASSIFICATION	DEGREE	CLASS. POINTS
1	<p>JOB KNOWLEDGE Understands all related issues of a significant carnivore/fur management program to plan, organize and evaluate the Carnivore/Fur Management Program.</p>	I	305
2	<p>MENTAL DEMANDS Judgement to evaluate the effectiveness of Carnivore/Fur Management policies and programs and develop proposals for improvements and manage the province-wide Carnivore/Fur Management Program.</p>	H	250
3	<p>INTERPERSONAL COMMUNICATIONS SKILL Persuasion required to use basic negotiation and counselling skills to present controversial ministry positions to stakeholders and represent the ministry at controversial public meetings.</p>	D	45
4	<p>PHYSICAL COORDINATION AND DEXTERITY Moderate coordination and dexterity to operate 4x4 vehicles.</p>	C	15
5	<p>RESPONSIBILITY FOR WORK ASSIGNMENTS Guided by ministry wildlife resource management policies and biological science, plans programs to sustain furbearing mammals and evaluates policy and legislation relating to the management of the resource.</p>	G	190
6	<p>RESPONSIBILITY FOR FINANCIAL RESOURCES Significant financial responsibility to certify satisfactory contract performance for contracts requiring discretion as to whether expected results have been achieved and to administer a local budget.</p>	E	33
7	<p>RESPONSIBILITY FOR PHYSICAL ASSETS/INFORMATION Considerable responsibility to control processes on the use of habitat surveys, field projects, and data collection methodologies used in contracts to ensure that the quality of data and information meets scientific standards for application to carnivore management.</p>	E	33

REASON FOR CLASSIFICATION

Benchmark Job #354

Job Title: Carnivore/Fur Management Specialist

FACTOR NO.	REASON FOR CLASSIFICATION	DEGREE	CLASS. POINTS
8	RESPONSIBILITY FOR HUMAN RESOURCES Responsibility to supervise a Carnivore/Fur Biologist, appraise employee performance and take disciplinary action (1 FTE).	DD	19
9	RESPONSIBILITY FOR WELL BEING/SAFETY OF OTHERS Moderate care and attention to develop species management plans which indirectly enhance the well-being of the public by ensuring resource sustainability.	C	15
10	SENSORY EFFORT/MULTIPLE DEMANDS Focused attention to detail to frequently manage concurrent projects.	C	12
11	PHYSICAL EFFORT Moderate physical effort to occasionally hike and climb with a pack.	C	12
12	SURROUNDINGS Exposure to the elements without shelter occasionally while doing field work.	B	4
13	HAZARDS Limited exposure to hazards from occasional field trips to remote areas.	B	4

Total Points: 937

Level: Range 30

JOB DESCRIPTION

Benchmark Job #352

Ministry: Environment, Lands and Parks
Branch: Fish, Wildlife and Habitat
Location: Various

Working Title:
Level:
NOC Code:

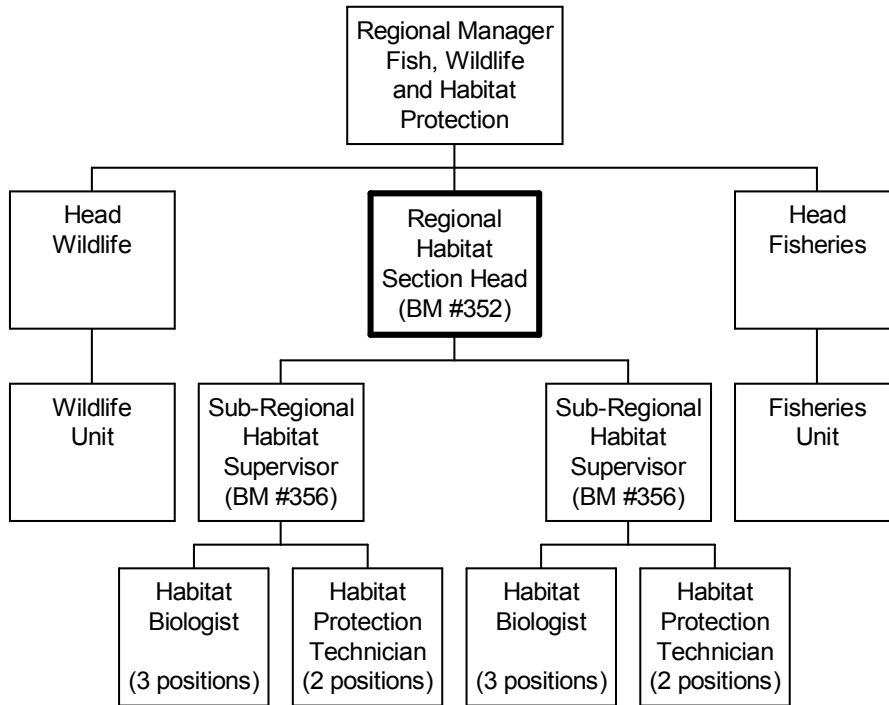
Regional Habitat Section Head
Range 30
2121

PRIMARY FUNCTION

To integrate the management of timber, fisheries, and wildlife resources and to alleviate resource use conflicts through planning and implementation of long term habitat management strategies.

JOB DUTIES AND TASKS

1. Plan, co-ordinate and implement fish and wildlife resource assessment and integration into regional and local integrated resource use and sustainable development planning initiatives
 - a. synthesizes and analyzes ecosystem inventory information involving large numbers of variables
 - b. develops watershed-specific fish and wildlife management strategies and seeks mitigation and/or enhancement opportunities in conjunction with other resource use strategies
 - c. reviews contributions of other plan components for consistency and quality prior to public review
 - d. develops and implements monitoring plans to ensure program goals and objectives are being met
 - e. develops licensee-agency agreements to promote integrated resource management initiatives
2. Provide advice and direction to Regional Habitat Protection staff in assessing current and long-term impacts of forest management on fisheries and wildlife habitats and recommend appropriate harvesting and post-harvesting silviculture alternatives
 - a. assesses current pattern of watershed development and changes to habitat diversity and makes interpretations of potential development patterns for proposed future plans
 - b. develops strategies to mitigate or compensate for forest harvesting impacts on fish habitats
 - c. assesses, confirms or modifies winter range boundaries to allow certain timber harvesting proposals to proceed without jeopardizing program objectives of wildlife habitat
 - d. reviews large-scale forest fertilization proposals and assesses impacts on fish and wildlife habitats
3. Provide advice and instruction in the Forest Region on silviculture techniques recommended to maintain or enhance the suitability of ungulate winter and spring range habitats in forests
 - a. instructs professional engineers and foresters in the operation of special habitat programs across the Forest Region and plans strategies for program implementation
 - b. provides advice to Habitat Protection staff on 5-year development plan reviews on areas recommended for silviculture treatment to sustain long-term wildlife habitat suitability
 - c. consults with government and forest industry professionals to develop and apply appropriate silviculture strategies for wildlife habitat enhancement
4. Represents the region and province on various committees, task forces, and working groups responsible for addressing policy, guidelines development and sustainable development issues
5. Advises and directs Habitat Protection staff on non-forestry referrals such as flood plain rezoning, stream channelization, Hydro right-of-ways, and pesticides
6. Prepares assessments of forestry issues affecting regional ministry programs and provides specialist advice to senior management from the perspective of the regional forestry specialist.
7. Supervises staff and contract staff resources
 - a. supervises, through two Sub-Regional Supervisors, twelve Regional Habitat Protection staff, allocates work and assesses performance
 - b. initiates and administers contracts, allocates and approves projects
8. Perform other related duties
 - a. allocates funds for a local budget
 - b. operates 4X4 vehicles to conduct site inspections



REASON FOR CLASSIFICATION

Benchmark Job #352

Job Title: Regional Habitat Section Head

FACTOR NO.	REASON FOR CLASSIFICATION	DEGREE	CLASS. POINTS
1	<p>JOB KNOWLEDGE Understand all related issues of a significant habitat protection program to plan, organize and evaluate the interdisciplinary relationship between timber, fisheries and wildlife as related to habitat management.</p>	I	305
2	<p>MENTAL DEMANDS Judgement to manage the Regional Habitat Protection Program.</p>	H	250
3	<p>INTERPERSONAL COMMUNICATIONS SKILL Influence and formal negotiation and counselling skills required to negotiate controversial agreements with forest company officials concerning methods of proceeding with timber harvesting with a minimum of impact to the environment.</p>	E	60
4	<p>PHYSICAL COORDINATION AND DEXTERITY Moderate coordination and dexterity required to operate 4x4 vehicles.</p>	C	15
5	<p>RESPONSIBILITY FOR WORK ASSIGNMENTS Guided by ministry policies and habitat management standards, plan and evaluate all functions of a large regional habitat management program.</p>	G	190
6	<p>RESPONSIBILITY FOR FINANCIAL RESOURCES Considerable financial responsibility for the accountability of the local budget of the Habitat Protection Section, with the discretion to allocate funds.</p>	F	43
7	<p>RESPONSIBILITY FOR PHYSICAL ASSETS/INFORMATION Considerable responsibility to control processes involving the collection and synthesis of information and data that is integral to the planning process and ensure that the quality of information meets the standards for scientific application.</p>	E	33

REASON FOR CLASSIFICATION

Benchmark Job #352

Job Title: Regional Habitat Section Head

FACTOR NO.	REASON FOR CLASSIFICATION	DEGREE	CLASS. POINTS
8	RESPONSIBILITY FOR HUMAN RESOURCES Responsibility to supervise subordinate employees, appraise employee performance and take disciplinary action (14 FTEs).	DG	23
9	RESPONSIBILITY FOR WELL BEING/SAFETY OF OTHERS Moderate care and attention to develop habitat protection plans which indirectly ensure the well-being of others by perpetuating fish and wildlife resources.	C	15
10	SENSORY EFFORT/MULTIPLE DEMANDS Focused attention to detail to frequently manage concurrent projects.	C	12
11	PHYSICAL EFFORT Moderate physical effort to do occasional hiking and climbing with a pack.	C	12
12	SURROUNDINGS Exposure regularly to the elements without shelter while doing field work.	C	6
13	HAZARDS Moderate exposure to hazards from regular field trips to remote areas.	C	6

Total Points: 970

Level: Range 30

JOB DESCRIPTION

Benchmark Job #353

Ministry: Environment, Lands and Parks
Branch: Fish, Wildlife and Habitat
Location: Vancouver (UBC)

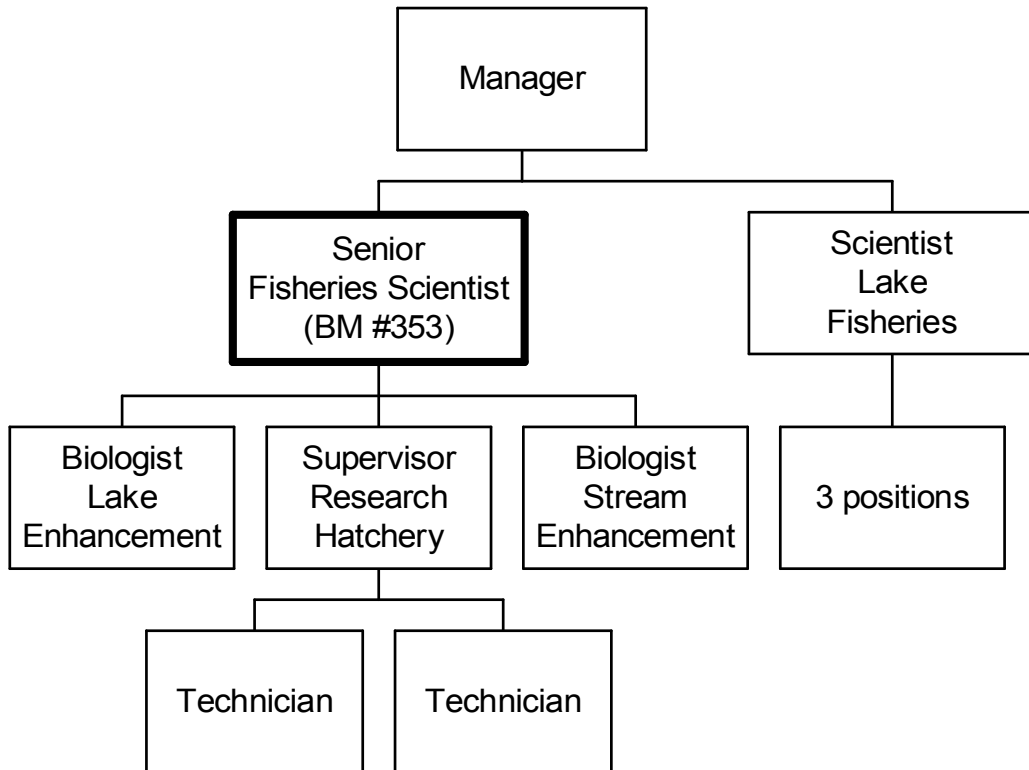
Working Title: **Senior Fisheries Scientist**
Level: Range 30
NOC Code: 2121

PRIMARY FUNCTION

To conduct studies and provide advanced expertise, knowledge and guidance to improve the delivery of the Province's Fisheries Programs.

JOB DUTIES AND TASKS

1. Develops, coordinates and evaluates province-wide fisheries management strategies to improve program delivery
 - a. generates and implements solutions for fisheries management problems and issues
 - b. designs innovative strategies and compensatory measures to conserve existing and potential habitat and fisheries values threatened by the impact of large-scale industrial proposals
 - c. evaluates the performance of the Fisheries Program internally and in relation to other agencies
 - d. formulates and recommends fisheries management policies and serves as a scientific authority
2. Conducts scientific research and development projects in specialized areas of fisheries at a provincial level to ensure use of best possible technology in program delivery
 - a. plans and designs complex research pilot experiments to test management strategies for province wide application
 - b. consults and works cooperatively with scientists in related disciplines and in other jurisdictions
 - c. plans and designs original research in areas of specialization relevant to the program
 - d. oversees and directs collection of data and analyzes data using advanced multivariate statistical procedures and graphical techniques
 - e. interprets research results and writes, prepares and presents scientific manuscripts, and presents seminars
 - f. uses and maintains laboratory and scientific testing equipment
 - g. serves as a research associate at UBC
3. Directs, coordinates and supervises the Rivers Research and Bioengineering unit
 - a. supervises a team of two biologists and three technicians, allocates work, assesses performance and takes disciplinary action if required
 - b. provides scientific and technical advice to unit staff and assists staff with complex problems encountered in their work
 - c. develops research proposals which are consistent with provincial priorities
 - d. maintains a detailed knowledge of fish and aquatic science literature in the unit's area of specialty
 - e. manages a research and development budget and allocates funds ranging from \$350,000 up to \$700,000
4. Recommends and/or controls the direction of major mitigation, compensation and enhancement projects with scientific or developmental phases
 - a. derives technical solutions to mitigation issues within inter-government/industry working groups
 - b. designs "no net loss" fisheries habitat criteria and strategic frameworks for major projects
 - c. develops and reviews the controlling design and implementation of mitigation and research projects to ensure mitigation targets are achieved
5. Undertakes special managerial assignments as required by the Director or Ministry Executive
 - a. represents the Ministry on industry/inter-government management committees or task forces, as well as public, agency and tribal council meetings
 - b. negotiates technical solutions to fisheries issues for the Ministry
 - c. prepares briefing documents, issues papers and budgets for the Director and Executive
6. Provides specialized scientific advice and support on fisheries issues to regions and senior managers
 - a. advises on the scientific basis of ministry and branch policies related to fisheries management and habitat management including mitigation and compensation studies and guidelines
 - b. advises regions and ministry executive on the technical merits or feasibility of management project proposals, or plans



REASON FOR CLASSIFICATION

Benchmark Job #353

Job Title: Senior Fisheries Scientist

FACTOR NO.	REASON FOR CLASSIFICATION	DEGREE	CLASS. POINTS
1	<p>JOB KNOWLEDGE Understands all related issues of a fisheries research program requiring highly specialized knowledge to plan, organize and evaluate the Fish Research and Bioengineering Unit and to improve the management of the provincial freshwater fish resource.</p>	J	330
2	<p>MENTAL DEMANDS Judgement to conduct long-term planning where past trends cannot be relied upon to develop and evaluate fisheries management strategies and plan, approve and oversee research to determine technical solutions to complex mitigation issues.</p>	I	300
3	<p>INTERPERSONAL COMMUNICATIONS SKILLS Persuasion required to use basic counselling skills to discuss and explain employee performance problems with workers and provide advice for improvement.</p>	D	45
4	<p>PHYSICAL CO-ORDINATION AND DEXTERITY Moderate coordination and dexterity required to use laboratory instruments to test and study samples.</p>	C	15
5	<p>RESPONSIBILITY FOR WORK ASSIGNMENTS Guided by fisheries policy and biological science, develops provincial fisheries management strategies, evaluates the performance of the fisheries program and conducts scientific research into specialized areas of fisheries activities with emphasis on river related projects.</p>	G	190
6	<p>RESPONSIBILITY FOR FINANCIAL RESOURCES Considerable financial responsibility to be accountable for a research and development budget, with the discretion to allocate funds.</p>	F	43
7	<p>RESPONSIBILITY FOR PHYSICAL ASSETS/INFORMATION Considerable responsibility to control processes used to acquire data in controlled studies and experiments and ensure the quality of the data meets standards for scientific application.</p>	E	33

REASON FOR CLASSIFICATION

Benchmark Job #353

Job Title: Senior Fisheries Scientist

FACTOR NO.	REASON FOR CLASSIFICATION	DEGREE	CLASS. POINTS
8	RESPONSIBILITY FOR HUMAN RESOURCES Responsibility to supervise biologists and technicians, appraise performance and take disciplinary action (5 FTEs).	DE	20
9	RESPONSIBILITY FOR WELL BEING/SAFETY OF OTHERS Moderate care and attention to develop fisheries management strategies which indirectly ensure the well-being of others perpetuating the fresh water fish resource.	C	15
10	SENSORY EFFORT/MULTIPLE DEMANDS Focused attention to detail to frequently manage concurrent projects fisheries research and development projects.	C	12
11	PHYSICAL EFFORT Moderate physical effort to frequently focus visual attention on research papers and computer screens when synthesizing data.	C	12
12	SURROUNDINGS Exposure to chemicals and fumes through regular work in a laboratory environment.	B	4
13	HAZARDS Limited exposure to hazards from occasional field trips to remote areas.	B	4

Total Points: 1023

Level: Range 30