



NOTICE: Effective January 15th the OPS will be posting new job advertisements on the eCareers website daily. New job advertisements will be posted throughout the week, Monday through Friday. Please check the site regularly to see new opportunities available within the OPS.

Please note that the **job alert** function is temporarily unavailable. We are working on correcting the issue, but in the meantime, please check the website regularly for updated job posting details. We will post an updated message on the site when the job alert function is functional again.

Job Specification

Position Title: REGIONAL SPECIES AT RISK BIOLOGIST
Job Code: OPSEU - Biologist 3 B/U, 14026
Job ID: 17566

Purpose of Position:

Under general direction, to plan, develop and coordinate the implementation of the regional species at risk program in accordance with the provincial policies, procedures and guidelines supporting the new Endangered Species Act (2007). The position will also provide professional biological expertise, leadership, guidance and advice to staff and other Ministries, environmental/ conservation groups as well as stakeholders on the protection and recovery of species at risk in Ontario

Duties/Responsibilities:

- Plans and develops SAR program for the protection and recovery of species at risk in the Region:
 - Develops and recommends integrated species at risk objectives and targets through the interpretation of provincial policies.
 - Identifies strategic program component needs and develops program components with associated timelines for implementation (e.g. recovery planning, recovery implementation, inventory and monitoring, research, evaluation, stewardship, communication, enforcement)
 - In consultation with provincial SAR Unit and district & park zone staff, prepares regional program SAR management targets and annual work plans.
 - Provides support and input in the development of policies, procedures and guidelines that support the ESA Act.
 - Supports provincial SAR Unit in the development of recovery strategy & management plan targets and timelines
 - Supports provincial SAR Unit in the development of habitat regulation processes and priority-setting exercises.
 - Provides input and advice to the Species at risk public advisory committee (SARPAC) as required.
 - Provides input and advice in the planning & development of the Ontario Stewardship Funding program
 - Develops leads and supports in the management of SAR information as required for legislated reporting and per developed procedural information management framework.
 - Provides advice to other program areas on the priorities and recovery requirements per government response statements to recovery planning exercises.
 - Leads and supports in development of communication and stewardship tools that promote better understanding of species at risk issues, their protection and recovery needs.
 - Supports provincial SAR Unit in the development of agreements, permits and instruments framework as well as the monitoring component that will allow evaluation of effectiveness of these tools.
- Administers & implements:
 - Leads and supports district and Park zone staff in the interpretation and implementation of provincial policies, procedures and guidelines.
 - Leads, supports and advises other MNR program areas in the interpretation and implementation of ESA legislated requirements
 - Administers annual work plans and associated projects, provides leadership and advice in decision-making processes in the implementation and management of work plans & projects
 - Coordinates & administers regional program funding envelopes
 - Coordinates and participates in the development of recovery strategies and management plans and the development and implementation of recovery planning components, such as inventory and monitoring, research and recovery actions, stewardship.
 - Coordinates and participates in the implementation of habitat mapping across the region and provides leadership and advice to field staff on habitat mapping procedures and delineation. Works with SAR Unit in the development and implementation of specialized mapping training (e.g. ELC) that will facilitate a coordinated approach to habitat mapping.

- Leads, assists & provides advice in communication planning and delivery for internal and external clients on various program components (e.g. habitat regulation landowner contact, municipal planning information tools, stewardship & general public information dissemination).
- Administers SAR information management, coordinate with NHIC, Biodiversity Section, SAR Unit and the field.
- Supports biological reviews of Committee on the Status of Endangered Wildlife in Ontario (COSEWIC) & Committee on the Status of Species at Risk in Ontario (COSSARO) species status reports, provincial/federal recovery strategies, and provincial management plans and scientific reports.
- Supports and participates on various provincial review committees (e.g. Endangered Species Recovery Fund Provincial Review Team).
- Provides leadership, support and advice to the regional Natural Heritage/SAR Forum, as well as other regional forums as required.

3. Leads and participates in partnership development and coordination:

- Provides support and advice to the provincial SAR Stewardship Fund projects and coordinates administration of regional projects, provides advice, expertise and assistance in the implementation of stewardship projects as needed; develops and manages MOUs associated with SAR Stewardship program.
- Develops and maintain liaisons with environmental non-government organizations (ENGOS) and stakeholder groups and other ministries in the development and implementation of the Regional SAR program.
- Develops networking opportunities by attending conferences, workshops and various meetings.

4. Monitors and evaluates program success & direction:

- Develops and administers program monitoring and evaluation protocols with SAR Unit.
- Develops accountability agreements, program reporting procedure and report management framework in consultation with SAR Unit and field/park zone staff.
- Provides synthesis of program success and recommendations to RLT and provincial SAR Unit.

5. Performs other related tasks such as:

- Develops program training needs and assisting/coordination of staff training as needed.
- Providing advice and recommendations to Districts, Regional Leadership Team and SAR Unit as required.
- Prepares draft Ministers briefing notes and correspondence, as well as communications/correspondence to other Ministry program areas.
- Providing support, advice and expertise in matters pertaining to Ontario Municipal Board Hearings, court cases, etc.
- Attends and participates in scientific conferences and workshops to keep up to date on SAR recovery concepts and adaptive science trends.
- Provide group leadership to staff as required.

Managers have the right to assign additional duties.

The incumbent shall work in compliance with the Occupational Health and Safety Act and its regulations and any workplace practices as directed by the employer. The incumbent shall ensure that workers take precautions to protect the health and safety of themselves and others by complying with such acts, codes, policy, procedures or accepted workplace practices as may be appropriate. The incumbent shall advise workers of actual and potential dangers in the workplace and take the required precautions.

Knowledge:

Job requires knowledge of:

- Theory, principles and practices of biology and applied ecology as it relates to species at risk in order to develop and recommend integrated species at risk objectives and targets through the interpretation of provincial policies.
- Detailed knowledge and understanding of provincial ESA legislation and other legislation that affects/impacts SAR management (e.g. Municipal Planning Act, Crown Forest Sustainability Act, Fish & Wildlife Conservation Act), federal legislation (e.g. SARA & Fisheries Act), including policies, procedures, directives and guidelines to protect or recover species at risk.
- Knowledge of recovery planning processes and document development, action planning, team organization and management in order to support provincial SAR Unit in the development of recovery strategy and management plan targets and timelines; provide advice to other program areas on the priorities and recovery requirements.
- Other resource management planning including the requirements of operational planning (e.g. Natural Heritage management planning, municipal planning, forest management & aggregates management planning and others as they include management of species at risk values).
- Standard office software uses and policies administering uses, including database management software, word processing, and graphics software required for the analysis of data and preparation of reports (e.g. Word, Excel, Power Point, Access, GIS, Natural Resource Values Information System).
- Federal government agencies, natural resource stakeholders, environmental non-government agencies (ENGOS) and partners such as Federation of Ontario Naturalists, Nature Conservancy of Canada, First

Nations, municipalities per their interest and involvement in SAR protection and recovery in Ontario.

Knowledge of Occupational Health & Safety Act and regulations that apply to the work, and knowledge of any potential or actual danger to health or safety in the workplace to ensure compliance when performing group leadership responsibilities.

Staffing and Licensing Requirements:

Valid drivers license

Skills:

Job requires strong biological skills as well as organizational, analytical, scientific, strategic problem-solving and leadership skills to provide effective technical and professional advice and guidance to staff, other natural resource cluster Ministries, partners, stakeholders, Aboriginal communities and the general public.

Job requires strategic thinking, program development and implementation skills working with ministry directives, complex issues, species at risk and natural heritage management issues and various user groups. Job requires the regional SAR program biologist to effectively lead, coordinate, support and advise field staff on provincial program delivery while providing input, advice and feedback to the provincial SAR Unit on the needs of field staff in field program delivery.

Job requires the ability to review data, scientific literature, opinions of recovery teams and other experts, in the developing and implementing SAR recovery strategies and recovery actions. Job requires recognizing factors affecting SAR and natural heritage values, including biological, physical, social and economic considerations, applied through time and at various scales.

Job requires a thorough understanding of the government priorities, policies, business management practices and general operational framework.

Job requires excellent oral and written communication skills, to communicate technical processes, legislation and policy information to a wide range of professional, technical and non-technical people, to prepare government responses to inquiries from clients on a range of topics and to prepare briefing notes and Minister`s letters on a variety of sensitive or political issues and in representing the ministry before courts, tribunals and boards.

Job requires tact, sound judgment, and strong interpersonal and negotiation skills and conflict resolution skills to manage issues, facilitate meetings, reconcile differing points of view, build consensus, manage conflict, mitigate and resolve user conflicts.

Job requires the ability to facilitate partnership arrangements with a wide range of individuals, groups and associations in order to promote and advance the protection and recovery of species at risk.

Job requires ability to operate and travel in a variety of vehicles/equipment (e.g. boats, motors, all-terrain vehicles, fixed and rotary-winged airplanes) to participate in field investigations and project implementation, in all types of weather and under inclement conditions.

Freedom of Action:

Job requires working in accordance with procedures established in Ministry and government policies, procedures, guidelines, directives or established practices and procedures (e.g. interpretation of endangered species recovery strategies and natural heritage plans, etc).

Work is performed under general direction with latitude for independent decision, and is subject to regular review.

Job requires updating regional manager of progress to ensure targets are met in accordance with species at risk program goals and objectives, as well as short and longer term targets, provincial direction and government priorities.