



## Job Specification

**Position Title:** ECOLOGY FORESTER  
**Job Code:** OPSEU - Senior Biologist, 14027  
**Job ID:** 33957

### Purpose of Position:

The incumbent, while working within a multi team environment, will lead the development and transfer of provincial forest management policies, programs, standards and guidelines as they relate to forest ecology with emphasis on wildlife species and habitat requirements. To provide strategic guidance and advice in resolving forest management issues related to forest ecology.

The position is part of a multi-disciplinary section that provides leadership, coordination, development, transfer and expert advice on forest management legislation, policies, programs, standards, guidelines and issues.

### Duties/Responsibilities:

1. Providing biological and resource management advice (eg. habitat needs of wildlife species, modification to forest management practises to be responsive to ecological concepts such as emulating natural disturbance patterns, etc.) to senior management, peers and field staff on policy and program initiatives and resource management issues.
2. Identifying the need for, leading or participating on provincial task teams in the review, evaluation or development of provincial forest management policies, standards and guidelines as related to forest ecology and wildlife habitat through consultation with other staff, interest groups and agencies; identifying components required to be address in the development of policy.
3. Identifying, leading or arranging for science and transfer programs and projects required for the development, implementation, monitoring, or revision of provincial forest management policies, standards and guidelines ensuring transfer of information, evaluation of program and projects.
4. Identifying and advising on budget requirements for the development or revision of applicable forest management policies, programs, standards, and guidelines (eg. revisions to existing wildlife habitat guidelines, developing staff training programs and budgets, etc.)
5. Providing technical advice and guidance to public advisory committees (eg. Provincial Forest Technical Committee, Provincial Forest Policy Committee, etc) on forest ecology and wildlife habitat management issues.
6. Chairing, or participating in science and policy workshops, conferences, forums, etc. comprised of science and policy experts representing provincial, national, and international interests.
7. Consulting and seeking senior management and government approval for proposed forest management policies, programs, standards, and guidelines.
8. Communicating with partner associations, client groups and provincial, federal and international resource agencies regarding policies, programs, standards, guidelines and issues through routine verbal and written correspondence, presentations, producing technical and non-technical publications, etc.
9. Transferring policies, programs, standards, and guidelines to field staff, partners, clients, and stakeholders involved in implementation and monitoring the transfer and implementation of such products for effectiveness and improvement through routine communication with practitioners, requesting feedback, analyzing input, etc.

The incumbent while in the workplace, shall conduct themselves in compliance with the Occupational Health and Safety Act and any workplace practices as directed by his/her Manager and report any hazards of which he/she is aware of to the Manager.

(Managers have the right to assign additional duties)

### Knowledge:

Job requires knowledge of current government and MNR strategic direction; existing policies, programs, standards and guidelines with a forest ecological/wildlife focus (eg. old growth, marten habitat, etc.); provincial and federal resource legislation (e.g. Timber Class Environmental Assessment (EA), Crown Forest Sustainability Act, Migratory Birds Convention Act); and policy development, evaluation, and monitoring techniques and procedures - to lead the development of policies, programs, standards, guidelines and advise senior management. Job requires excellent knowledge of current biological/ecological principles (especially forest ecosystem and wildlife habitat management) resource

management practices and planning approaches - to provide advice to field staff, senior management and client groups on policy and resource issues; to communicate with researchers on science needs and applications; to represent the province's position, programs, and policies and putting forth concerns, issues and implications for consideration and resolution at provincial, national and international scientific/management gatherings; and to develop sound policies and programs. Job requires knowledge of project management techniques to plan, organize and implement projects including the establishment and ongoing support of task teams; identifying deliverables, schedules, and project budgets; monitoring progress; and undertaking or recommending corrective actions as required. Job requires knowledge of work program planning in order to develop project level budgets; requests for funding and recommend corrective action.

Job requires knowledge of worker responsibilities under the Occupational Health and Safety Act.

**Skills:**

Job requires leadership and organizational skills to develop standards, guidelines and policies establishing and leading task teams, determining priorities, establishing target schedules, and coordinating logistics.

Job requires analytical and problem solving skills to examine existing approaches or to developing innovative solutions to resource issues or policies, researching policy problems, developing projects and budgets, evaluating the potential alternative outcomes of applying/revising guidelines, standards or new processes.

Job requires communication skills to write briefing notes, responses to Minister's letters, correspond with clients, technical reports, prepare documents for review and approval by Executive Committee, make presentations, and liaise with MNR management and field staff, clients, government agencies, and public. Job requires interpersonal skills to explain technical information in simple terms, build support, and elicit the cooperation and commitment from team members, other agency staff, and clients for the acceptance of a particular process for policy development and implementation.

Job requires computer skills to undertake basic computer applications.

**Freedom of Action:**

Work is performed within procedural controls such as administrative policies and procedures, strategic policy directions and legislative and regulatory requirements.

Job has wide latitude for independent decisions within area of responsibility and makes recommendations about relevant ministerial policies, programs, standards and guidelines procedures.

Job requires researching and analyzing issues, policies, etc. and providing advice on actions & issues resolution.

Job represents Branch/Ministry on advisory committees, working groups, policy development venues, national/international forums, etc.

Work is performed under general direction of Manager.