

Ministry

Environment and Parks

**Describe: Basic Job Details**

**Position**

Position ID

Position Name ( )

Wildlife Recovery Biologist

Requested Class

Natural Resources 8

Job Focus

Operations/Program

Supervisory Level

00 - No Supervision

Agency (ministry) code

Cost Centre

Program Code: (enter if required)

**Employee**

Employee Name (or Vacant)

**Organizational Structure**

Division, Branch/Unit

Resource Stewardship Division, Fish Wildlife Branch

Supervisor's Position ID

Supervisor's Position Name (30 characters)

Species at Risk Biologist

Supervisor's Current Class

Natural Resources 9

**Design: Identify Job Duties and Value**

**Job Purpose and Organizational Context**

Why the job exists:

Reporting to the Senior Species at Risk Biologist, this full working level biologist supports population assessment and recovery of at-risk wildlife species (Woodland Caribou and Wood Bison) in northern Alberta.

The position functions with a high degree of independence and participates as a key member of an integrated team of professional and technical staff responsible for woodland caribou and wood bison management. This position is responsible for the planning and delivery of both field-based operations and desk-based evaluation; and reporting activities to support assessment of caribou and bison population size, recruitment, mortality, movements and pathogens, and to address threats to at-risk wildlife caused by predation and disease. The incumbent will represent the government in various internal and external initiatives, and make public presentations as necessary. The position receives mentoring from the Senior Species at Risk Biologist as well as other senior biological staff, Program Managers, and Directors.

This ensures recovery actions listed in Provincial and Federal recovery plans are completed, population declines are slowed or reversed, and regulatory interventions under Canada's Species At Risk Act that threaten Alberta's economy and jobs are avoided.

## Responsibilities

### **Job outcome 1 Population assessment: Operations**

Scientifically credible and relevant population data are available to support Woodland Caribou and Wood Bison status reporting and recovery.

#### **Activities**

- Prepare annual work plans to assess population size, recruitment, mortality, movements, and pathogens;
- Deliver population assessment operations in a safe, effective, and efficient manner, including collaring, cow-calf surveys, composition surveys, mortality investigations, and tissue sampling for pathogen analysis;
- Prepare and oversee agreements with external service providers to support and deliver population assessment work;
- Review and process Research Permits and Collection Licences submitted by service providers and collaborators;
- Submit data to provincial population, radio-telemetry, disease, and other data systems, ensure data quality standards are met, and execute data sharing agreements with external collaborators;

### **Job outcome 2 Population assessment: Evaluation and reporting**

Woodland Caribou and Wood Bison population data are evaluated and reported to ensure scientifically credible evidence is available to inform decisions made by government, rights-holders and stakeholders.

#### **Activities**

- Complete data analysis and modelling of populations using modern statistical approaches including coding in R and other packages;
- Compiles information for provincial reviews of recommendations for population status.
- Provides input to the Species at Risk specialist on development of provincial population inventory standards
- Support the completion of internal briefings and information products for Department leaders;
- Completion of reporting products for internal and external audiences, including plain-language summaries and peer-reviewed scientific publications.

### **Job outcome 3 Delivery of species recovery actions**

Recovery actions for Woodland Caribou and Wood Bison are completed to ensure threats are mitigated, population declines are slowed or reversed, and regulatory interventions under Canada's Species at Risk Act are avoided.

#### **Activities**

- Prepare annual work plans to implement population-related actions in recovery plans intended to mitigate threats to Woodland Caribou and Wood Bison, with emphasis on predators and disease;
- Prepare and oversee agreements with external service providers to deliver population-related recovery actions including lethal predator control;
- Monitor movements of bison in the Wabasca, Ronald Land and Delta herds and intervene as required (e.g., lethal control of diseased bison from Wood Buffalo National Park that may contact disease-free bison in Alberta lands outside the Park);
- Contribute data and information required to meet population-related recovery plan reporting requirements.
- Support and participate in the engagement and communication of woodland caribou and wood bison findings with Indigenous communities, stakeholders, and members of the public.

#### **Job outcome 4 Development of species recovery plans and actions**

Alberta is recognized as a leader in Woodland Caribou and Wood Bison assessment and recovery.

#### **Activities**

- Assist in development of woodland caribou range plans. Provides recommendations to the Senior Species at Risk Biologist;
- Conducts on going conservation risk assessments by identification of woodland caribou and wood bison population, habitat and public use.
- May represent the province in interactions with professional staff from other provincial and federal levels of government on cross-boundary management issues and resource management initiatives.
- Participate in provincial, territorial, and federal committees to ensure awareness of Alberta's Woodland Caribou and Wood Bison population assessment and recovery actions, and seek collaboration and cooperation opportunities;
- Engage with internal and external collaborators to ensure scientific credibility and to develop and implement innovative methods for population assessment including remote sensing and genetic analysis;
- Present ongoing and emerging assessment findings and recovery action outcomes to internal and external audiences, including scientific conferences;
- Provide briefings to provincial and federal regulators and leaders;
- Contribute to the planning and delivery of a high-quality Occupational Health and Safety program to ensure the safety and well-being of Department staff;
- Foster a positive work place culture that demonstrates the values of the Alberta Public Service (respect, accountability, integrity and excellence).

#### **Problem Solving**

Typical problems solved:

Reporting to the Senior Species at Risk Biologist, the Wildlife Recovery Biologist is routinely expected to solve problems independently; in collaboration with colleagues; and with guidance from the supervisor and documented guidelines.

The Wildlife Recovery Biologist is expected to solve the following types of problems:

- ensuring a survey design is developed and delivered that achieves program objectives;
- workplace hazards encountered during field work that may pose risks to safety and well-being;
- unpredictable weather conditions encountered during field operations that may pose risks and require changes to work schedules and plans;
- routine and unexpected equipment, hardware and software repair and malfunction that must be addressed to complete assigned work;
- problems associated with surveying rare and cryptic wildlife in remote locations that require appropriate field and analytical methods to ensure scientific credibility;
- completing annual work plans in the absence of clarity of the expected outcomes of work activities;
- access to resources (supplies, equipment, staff) required to meet business outcomes;
- changing and unclear bureaucratic policies and procedures of the employer.
- problems brought forward by contractors, such as scheduling of work, ensuring contractors have necessary equipment (eg. telemetry collars) and supplies (eg. aviation fuel) to fulfill contract requirements, addressing

adverse conditions, and coordination of multiple aircraft and projects.

Types of guidance available for problem solving:

Guidance available for workplace hazard-related problems is available from:

- Occupational health and safety program
- Provincial Radio Control Centre
- Handheld devices (GPS, mobile phone, inReach)
- Supervisor, colleagues

Guidance available for solving weather-related problems is available from:

- Online weather information sources
- Supervisor, colleagues

Guidance available for solving equipment, hardware and software problems is available from:

- Operating manuals and instructions for equipment, hardware and software
- Supervisor, colleagues

Guidance available for solving scientific and technical problems is available from:

- Scientific publications
- Statistical analysis manuals, online help and tutorials
- Supervisor, colleagues

Guidance available for solving work planning related problems is available from:

- Department, Branch and Unit work plans
- Draft Provincial Woodland Caribou Range Plan (2017)  
5. Population Management;
- Managing disease risk in Alberta's wood bison with special focus on bison to the west of Wood Buffalo National park (2011)  
2. Disease Surveillance and Risk Reduction;
- Agreement for the conservation and recovery of the woodland caribou in Alberta (2020)  
8. Conservation , management and recovery measures for woodland caribou
- Wood Bison Regulation (2021) designating and protecting wild Wood Bison as Threatened in specified Wildlife Management Units in Northern Alberta.
- Draft Conservation Agreement for the Wabasca and Ronald Lake Bison Herds: In support of wood bison recovery in Alberta (2021)  
9. Planned conservation and management measures for the Wabasca and Ronald Lake bison herds;
- Supervisor, colleagues

Guidance available for solving resource-related problems are available from:

- Department, Branch and Unit work plans
- Supervisor, colleagues

Guidance available for solving bureaucracy-related problems are available from:

- About 1GX
- Official oath
- Code of conduct and ethics for the Public Service of Alberta
- Respectful workplace policy
- Collective Agreement and Human Resources Directives
- Supervisor, colleagues

Direct or indirect impacts of decisions:

Under the supervision of the Senior Species at Risk Biologist, this position has considerable independence in planning, organizing and carrying out all work activities.

The actions and outcomes of the position directly impact the following internal and external stakeholders:

- Leaders and Team members in the Fish and Wildlife Stewardship Branch that require population assessment data to evaluate the success of recovery plans, and who have committed to population-related implementation actions;
- Government of Alberta staff outside the Fish and Wildlife Stewardship Branch whose actions may be influenced by population assessment data and recovery actions;
- Rights-holders and stakeholders external to the Government of Alberta whose rights, actions, and economic opportunities may be influenced by Woodland Caribou and Wood Bison population assessment data and recovery actions.

## Key Relationships

Major stakeholders and purpose of interactions:

Major stakeholders and purpose of interactions are:

- Supervisor: Daily interactions to ensure awareness of planned and completed work activities, discuss challenges, and to receive guidance and support;
- Team members in the Fish and Wildlife Stewardship Branch: Daily to weekly interactions to plan, coordinate and deliver work activities;
- Government of Alberta staff external to the Fish and Wildlife Stewardship Branch: Daily to weekly interactions to implement occupational health and safety, training, procurement, and corporate communications;
- Service providers and vendors external to the Government of Alberta: Weekly to monthly interactions to develop and execute grant and contract agreements and to procure supplies and services required to complete work activities;
- Collaborators external to the Government of Alberta: Weekly to monthly interactions to develop and maintain partnerships that enhance the quality and quantity of work activities and outcomes;
- Rights-holders and stakeholders external to the Government of Alberta: Monthly to quarterly interactions to ensure awareness of planned and completed work activities. Rights-holders include First Nation and Metis communities and organizations. Stakeholders include industry, municipal governments, and environmental non-government organizations.

The Wildlife Recovery Biologist may participate in internal and external scientific and technical committees, in a leadership and participant role, and may also provide information and advice to other such committees.

## Required Education, Experience and Technical Competencies

Education Level	Focus/Major	2nd Major/Minor if applicable	Designation
Bachelor's Degree (4 year)	Science		

If other, specify:

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Job-specific experience, technical competencies, certification and/or training:

This position requires the following knowledge:

- Wildlife population ecology, animal behaviour including movement ecology, statistical analyses to estimate population and movement parameters, geospatial analysis and data management, data collection techniques, species life histories, disease identification and control;
- Practical know-how in the operation of on- and off-highway vehicles including quads and snowmobiles, passenger in rotary and fixed-wing aircraft, and safe and efficient navigation in remote locations;
- Wildlife population and radio-telemetry data systems;
- Status and threats to recovery of Woodland Caribou and Wood Bison;
- Relevant Provincial (Wildlife Act) and Federal (Species at Risk Act) legislation, policies, and regulations.

This position also requires the following skills and abilities:

- Planning and delivery of wildlife population assessment techniques including aerial surveys, radio-telemetry including collar programming, deployment and data management, and ground-based fieldwork including mortality investigations and remote camera deployment;
- Safe work practices, hazard assessment and first aid;
- Statistical analysis of wildlife population and movement data;
- Mapping and geospatial analysis using geographic information systems;
- Verbal and written communication of scientific findings to diverse audiences, including plain-language presentation and reports and publications in peer-reviewed scientific journals, as well as making and delivering presentations, advice, and information to others;
- Leadership and teamwork.
- Very good administrative skills on organizing work, establishing priorities, project management, performance measurement financial management and reporting.

## Behavioral Competencies

Competency	Level					Level Definition	Examples of how this level best represents the job
	A	B	C	D	E		
Creative Problem Solving	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<p>Engages the community and resources at hand to address issues:</p> <ul style="list-style-type: none"> <li>• Engages perspective to seek root causes</li> <li>• Finds ways to improve complex systems</li> <li>• Employs resources from other areas to solve problems</li> </ul>	Develops and improves workflows to acquire wildlife population data (population size, demography, movements, disease) and prepare it for ingestion by evolving data systems.

		<ul style="list-style-type: none"> <li>Engages others and encourages debate and idea generation to solve problems while addressing risks</li> </ul>	
Agility	○ ○ ○ ● ○	<p>Proactively incorporates change into processes:</p> <ul style="list-style-type: none"> <li>Creates opportunities for improvement</li> <li>Is aware of and adapts to changing priorities</li> <li>Remains objective under pressure and supports others to manage their emotions</li> <li>Proactively explains impact of change on roles, and integrates change in existing work</li> <li>Readily adapts plans and practices</li> </ul>	Adjusts planned work to accommodate operational disruptions (e.g., weather, equipment malfunction, vehicle breakdown) by mobilizing alternative equipment and re-scheduling activities.
Drive for Results	○ ○ ○ ● ○	<p>Works to remove barriers to outcomes, sticking to principles:</p> <ul style="list-style-type: none"> <li>Forecasts and proactively addresses project challenges</li> <li>Removes barriers to collaboration and achievement of outcomes</li> <li>Upholds principles and confronts problems directly</li> <li>Considers complex factors and aligns solutions with broader organization mission</li> </ul>	Anticipates and adjusts to longer-term systemic challenges (e.g., staffing shortages, unclear expectations) by mobilizing contracted services and by seeking compromise solutions that enable organizational and stakeholder outcomes.
Build Collaborative Environments	○ ○ ● ○ ○	<p>Collaborates across functional areas and proactively addresses conflict:</p> <ul style="list-style-type: none"> <li>Encourages broad thinking on projects, and works to eliminate barriers to progress</li> <li>Facilitates communication and collaboration</li> <li>Anticipates and reduces conflict at the outset</li> <li>Credits others and gets talent recognized</li> <li>Promotes collaboration and commitment</li> </ul>	Promotes continuous improvement in wildlife population assessment and recovery by fostering a collaborative environment in which team members feel empowered and safe to challenge the process through team meetings and 1:1 conversations.