

Update

Ministry

Environment and Protected Areas

Describe: Basic Job Details

Position

Position ID

Position Name

Senior Fisheries Biologist

Current Class

Natural Resources 9

Job Focus

Operations/Program

Supervisory Level

01 - Yes Supervisory

Agency (ministry) code

Cost Centre

Program Code: (enter if required)

Employee

Employee Name (or Vacant)

Vacant

Organizational Structure

Division, Branch/Unit

Res Stewardship, Fish & Wildlife Stewardship

Supervisor's Position ID

Supervisor's Position Name

Regional Fisheries Manager

Supervisor's Current Class

Manager (Zone 1)

Design: Identify Job Duties and Value

Changes Since Last Reviewed

Date yyyy-mm-dd

Responsibilities Added:

Responsibilities Removed:

Job Purpose and Organizational Context

Why the job exists:

This job is accountable for responsible stewardship of fish populations and habitats at local, regional and provincial scales. To be effective, the position must review development proposals and license applications, design and oversee fish population assessments and studies, and engage a wide range of stakeholders, First Nations and Metis communities to promote positive stewardship attitudes and actions.

This ensures resource allocation and land use decisions and actions are strongly supported by reliable information and engaged stakeholders.

Responsibilities

Outcome 1. Stewardship of fish populations and habitats

This job applies regulatory and non-regulatory mechanisms to maintain and enhance fish populations, fish habitat and mitigate negative impacts, to support consumptive and non-consumptive benefits of fisheries resources.

Activities

1. Recommend fisheries stewardship objectives, provide advice on angling regulations, and lead the development and delivery of fish stewardship actions including habitat protection, restoration and enhancement, stocking, fish transfers, aeration, and control of piscivorous birds.
2. Ensure fisheries stewardship objectives are considered in regulatory processes under provincial and federal legislation (Fisheries Act, Fisheries (Alberta) Act, Water Act, Land Stewardship Act, Forests Act, Public Lands Act) by establishing and maintaining productive relationships with regulatory partners in the provincial and federal government, and at arms-length agencies such as the Alberta Energy Regulator and Alberta Utilities Commission.
3. Reviews license applications (e.g., Fish Research Licenses) considered for conditional authorization that align with relevant legislation, regulations, policy, guidelines and objectives. Critically reviews licensee reporting and data submissions and takes appropriate action in cases of non-compliance.
4. Supports legal and quasi-judicial processes by supporting discovery, testimony, and serving as an expert witness at provincial and federal court proceedings, Environmental Impact Assessment hearings, and other processes.

Outcome 2. Fish population monitoring and assessment

This job leads the design, planning, delivery, evaluation, and reporting of fish population assessments at the local, provincial and national scale to ensure angling regulations and other management decisions are informed by reliable information.

Activities

1. Collaborate with other professional staff to complete multi-year regional and provincial fisheries monitoring plans that include waterbody selection, sampling frequency, survey protocols, evaluation, reporting, and resource requirements including workforce, supplies and services, and capital equipment.
2. Lead and support the completion and implementation of provincial and federal status assessments, recovery plans for species at risk, and species management plans and frameworks (e.g., northern pike, walleye, lake trout, arctic grayling).
3. Ensure continuous improvement and scientific and technical excellence by designing, testing and reporting the performance of new monitoring approaches, protocols, and equipment.
4. Ensure scientific credibility of fish population monitoring and assessment by ensuring data and data systems are accurate and well-documented, and by publishing findings in government reports, peer-reviewed journals and presenting at internal and external meetings, workshops, conferences and other gatherings.

Outcome 3. Engaged and supportive stakeholders, First Nations and Metis communities

This job builds and maintains positive working relationships with a diverse community of internal and external stakeholders and persons with Indigenous-based rights to promote positive fisheries stewardship attitudes and actions.

Activities

1. Lead and support the development and delivery of provincial and regional communication and engagement strategies to promote positive fisheries stewardship attitudes and actions among angling stakeholders, industry, agriculture, local and regional governments, First Nations and Metis communities. Represents the Crown in engagement and consultation meetings with Indigenous communities.
2. Actively seek and enable participation in fisheries assessment and stewardship activities by local stakeholders and stakeholder groups (e.g., Alberta Wildlife Federation), community members, volunteers and partners including Fish Hatcheries and the Alberta Conservation Association.
3. Provides advice on annual enforcement program priorities with enforcement senior managers, inspectors and officers and support investigation and enforcement actions with evidence, information and advice. Prepares court briefs with technical information for the Crown.
4. Represent the province in interactions with professional staff from provincial and federal governments on trans-boundary fisheries management issues and resource management initiatives.

Outcome 4. Team leadership, Occupational Health and Safety, work planning, administration and corporate communication

This job provides leadership, administration, and communication to foster a safe productive and resilient workplace.

Activities

1. Lead and support colleagues via collaboration, supervision, recruitment, onboarding and mentoring and professional development, and advise managers and executives of innovative opportunities and challenges related to people and programs, and recommend solutions to chronic and emerging challenges.
2. Lead and support all elements of Occupational Health and Safety including hazard assessment, inspections; incident reporting, and all aspects of training (needs, courses, tracking).
3. Lead and support the completion of annual work plans that identify and describe objectives, activities, work schedules, milestones, deliverables, and resource requirements that leverage internal and external resources to achieve organizational mandates and outcomes.
4. Support the administration and communication requirements of the organization related to expenditures forecasts, procurement, inventory, leave, travel and expenses, and overtime.
5. Respond to requests for input and feedback from administrators, managers, executives, and Ministers, including responses to action requests, briefing notes, and media inquiries.

Problem Solving

Typical problems solved:

Reporting to the Regional Fisheries Manager, the Senior Fisheries Biologist is routinely expected to solve most problems independently, and some problems in collaboration with colleagues and supervisors.

The Senior Fisheries Biologist is expected to solve the following types of problems:

1. Integrating multiple environmental, social and economic objectives and cumulative effects when reviewing and development proposals and providing consistent referral advice to regulators.
2. Considering relevant legislation, regulations and policies when reviewing license applications and ensuring consistency amongst approvals.
3. Scientific, technical and logistical difficulties in assessing wild fish populations and habitats, and interpreting results while having incomplete information about ecosystem structure and function.
4. Communication with stakeholders, First Nations and Metis communities that may be dissatisfied with fisheries stewardship and land use outcomes;
5. Changing and unclear bureaucratic policies and procedures

Types of guidance available for problem solving:

1. Guidance for solving problems related to regulatory processes is available from relevant legislation, regulations, policies, and guidelines (e.g., Fisheries Act (Alberta) and Regulations, Federal Fisheries Act, Alberta Fish and Wildlife Policy, Alberta Fish Conservation and Management Strategy, Master Schedule of Standards and Conditions).
2. Guidance for solving scientific and technical problems is available from government reports scientific literature, government staff and external experts and colleagues.
3. Guidance for solving bureaucratic and organizational problems is available from onboarding materials, Official Oath, Code of conduct and ethics for the Public Service of Alberta, Respectful workplace policy, Collective Agreement, Human Resources Directives, supervisor, and colleagues.

Direct or indirect impacts of decisions:

Decisions made by this position have considerable local and provincial impacts in a complex political and economic landscape.

Decisions made by this position may affect:

1. Fisheries resources available for recreational anglers, fishing guides, First Nations and Metis communities.
2. The authority of industrial operators and fish stewardship partners including the Alberta Conservation Association to conduct or sponsor fish research, assessment and stewardship activities.
3. The outcomes of litigation, including legal actions of Indigenous communities versus the government that challenge past decisions and actions related to consultation requirements and resource decisions in the context of Constitutional rights to harvest fisheries resources.
4. The type, amount, and credibility of fish population and habitat information available to support angling regulations and other regulatory processes; this has potentially large impacts on recreational anglers, developers, local governments, other stakeholders, First Nations and Metis communities.

Key Relationships

Major stakeholders and purpose of interactions:

The frequency and purpose of regular contacts made internally and externally are:

Supervisor: Daily interactions to ensure awareness of planned and completed work activities, discuss challenges, and to receive guidance and support;

Branch staff: Daily to weekly interactions to plan, coordinate and deliver work activities; participates in task teams and committees to coordinate and advance the work of the Branch;

Government staff outside the Branch including Hunting and Fishing Branch, Fish and Wildlife Enforcement Services, Fish Culture, Environmental Law Team, Education and Engagement, Indigenous Relations: Daily to weekly interactions to inform decisions, coordinate work activities, occupational health and safety, training, procurement, and corporate communications;

License applicants and licensees: Monthly to annual interactions to address inquiries, review applications, and review data submissions and reports.

Regulators seeking advice on the potential impacts of proposed development, including Lands Officers, Forest Officers, Regulatory Assurance: Weekly to monthly interactions to address inquiries, receive applications, and deliver referral reports

Colleagues and others outside Government with shared or related regulatory responsibility including Alberta Energy Regulator, federal government: Weekly to monthly interactions to discuss opportunities, solve problems, and discuss shared challenges.

First Nations and Metis Communities: Monthly to annual interactions to address inquiries, discuss opportunities and challenges, build and maintain relationships to foster positive stewardship attitudes and actions.

Stakeholders including recreational anglers, fishing guides, competitive fishing event organizers, lodge owners, MLAs, municipalities, town councils, industry and agriculture: Monthly to annual interactions to address inquiries, build and maintain relationships to foster positive stewardship attitudes and actions.

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:

Plus 4 yr relevant experience. Equivalences: Technical Diploma + 6 yr OR Masters Degree + 2 yr

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

Behavioral Competencies

Competency	Level					Level Definition	Examples of how this level best represents the job
	A	B	C	D	E		
Systems Thinking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Integrates broader context into planning: <ul style="list-style-type: none"> Plans for how current situation is affected by broader trends Integrates issues, political environment and risks when considering possible actions Supports organization vision and goals through strategy Addresses behaviours that challenge progress 	For example, decisions, recommendations and actions to support fisheries stewardship objectives consider the broader environmental, social, economic and political context.

Build Collaborative Environments	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input checked="" type="radio"/> <input type="radio"/>	<p>Involves a wide group of stakeholders when working on outcomes:</p> <ul style="list-style-type: none"> • Involves stakeholders and shares resources • Positively resolves conflict through coaching and facilitated discussion • Uses enthusiasm to motivate and guide others • Acknowledges and works with diverse perspectives for achieving outcomes 	<p>For example, fish stocking, transfers and other projects are developed and implemented in collaboration with local stakeholders and community members.</p>
Creative Problem Solving	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input checked="" type="radio"/> <input type="radio"/>	<p>Works in open teams to share ideas and process issues:</p> <ul style="list-style-type: none"> • Uses wide range of techniques to break down problems • Allows others to think creatively and voice ideas • Brings the right people together to solve issues • Identifies new solutions for the organization 	<p>For example, the impacts of industrial development on fish populations and habitat are minimized and mitigated by involving the key players and finding common ground through dialogue and negotiation.</p>
Agility	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input checked="" type="radio"/> <input type="radio"/>	<p>Proactively incorporates change into processes:</p> <ul style="list-style-type: none"> • Creates opportunities for improvement • Is aware of and adapts to changing priorities • Remains objective under pressure and supports others to manage their emotions • Proactively explains impact of change on roles, and integrates change in existing work • Readily adapts plans and practices 	<p>For example, processes for reviewing license applications and development proposals are regularly reviewed and improved to ensure they are efficient and effective.</p>