

Ministry

Forestry, Parks and Tourism

Describe: Basic Job Details

Position

Position ID

Position Name (30 characters)

Rangeland Agrologist

Requested Class

Job Focus

Supervisory Level

Agency (ministry) code

Cost Centre

Program Code: (enter if required)

Employee

Employee Name (or Vacant)

Organizational Structure

Division, Branch/Unit

Current organizational chart attached?

Supervisor's Position ID

Supervisor's Position Name (30 characters)

Supervisor's Current Class

Design: Identify Job Duties and Value

Job Purpose and Organizational Context

Why the job exists:

The Rangeland Agrologist manages the public land base, primarily within an assigned district, to ensure and improve the long-term sustainability of the resource, benefiting Albertans, rangeland users and the agricultural industry by maintaining a balance of development, use and conservation. This position has the authority to determine the use of public land for rangeland uses through consultation with stakeholders and other agencies and facilitates the integration of other uses on rangeland.

Professional, scientific expertise is provided to clients, agricultural producers and other professionals in government and industry on soils, range and riparian health, tame and native eco-systems to achieve rangeland stewardship and sustainability.

The Agrologist mediates client and public disputes and generates creative solutions using conflict resolution and de-escalation skills to resolve issues over conflicting activities on public land. They will participate on committees that identify issues and problems to formulate new land management policies that are provincial in scope and add to the organizational goals.

This is a complex position that requires advanced professional skills, an extensive knowledge base in a number of disciplines as well as an in-depth knowledge of all activities that occur on public land in order to evaluate the land, analyze impacts and make integrated land use decisions.

Responsibilities

Job outcomes (4-6 core results), and for each outcome, 4-6 corresponding activities:

1. Deliver extension services through state-of-the-art technical transfer to clients within the framework of legislation, regulations, policies and directives in order to meet client needs on all aspects of public land management and sustainable use.

Activities:

- Deliver technology transfer individually or through partnerships by way of workshops, publications and individual client contact, as well as to local governments to increase knowledge and enhance skills in specified areas affecting rangeland resources. Examples: Riparian Health Assessment, Range Health Assessment, public access, Stockman's range Management Course, Cows-Fish-Trees workshops.
- Provide technical information and advice to clients and the public on land management practices to ensure sustainable production, conservation and reclamation. Example: tame species, weed control, land development after logging, natural recovery.
- Participate and partner in cutting edge research to improve conservation and reclamation, and agricultural land management practices. Examples: range recovery after drought, native range production and recovery.
- Partner with Range Management Specialist on field testing new assessment techniques.
- Participate on departmental and external teams and committees as a resource person.
- Mediate client and public disputes using conflict resolution, de-escalation skills, principled negotiation and consensus based decision-making techniques. Sometimes involving the Farmers Advocate or Ombudsmen to resolve issues over conflicting activities/uses of public land, address concerns and to encourage the continued use of sound land management practices. Disputes tend to be emotionally charged at the onset and must be de-escalated prior to achieving resolution. Examples: recreational or industrial access on grazing lease, logging and grazing lease, fence-line disputes and compensation for damages (Sec 109 Grazing Association Membership appeals).

2. Provide input into land management and operational policy and program development within the policies and directives to ensure Area concerns are addressed.

Activities:

- Identify and recognize strategic issues that require policy formulation and forward the issues to the Rangeland Team Lead and/or Program Manager.
- Participate on committees to formulate and develop policies and procedures that are provincial in scope or are focused on Area land use issues.
- Reviews draft policies and provide direct input to Rangeland Resource Stewardship and Policy sections.

3. Manage and administer agriculture dispositions and activities within the legislation, regulations, policies and directives to provide benefits to the user while ensuring that the quality of the land is sustained.

Activities:

- Evaluate rangeland dispositions under the Public Lands Act and Forest Reserves Act (Examples: grazing leases, forest grazing licenses, forest reserve allotments, head tax permits, heritage range lands, farm development permits, cultivation permits, hay permits, natural areas and ecological reserves), to ensure fulfillment of regulations, disposition conditions and to evaluate land stewardship, land conservation and reclamation. Communicate with the activity holder regarding deficiencies and required action. Act as a liaison between the grazing associations and industrial companies.
- Make decisions to issue, renew or cancel dispositions based on field inspections, interviews with disposition holders and compliance with expected land stewardship and specific disposition conditions.
- Assess public rangeland to determine riparian and rangeland health and condition, forage production, grazing and carrying capacity.
- Participate with Agricultural Development Committees on all agricultural appeals.
- Authorize temporary activities on public rangeland (Example: stock watering systems, weed spraying).
- Assist on grazing reserve issues as it relates to range management, access, oil and gas development and act as a liaison between various land users and the grazing association.
- Implement range management practices on grazing dispositions and develop practices that improve range health

(rotation, cross-fencing, water, salt, stocking rates, distribution).

- Develop and implement management plans jointly with clients and resource managers.
- Promote the sustainability of the range by minimizing the long-term impact (footprint).
- Manage emergency requests for grazing (subletting, head tax permits)

4. Evaluate land within the current policies, directives and procedures to determine the highest and best sustainable use of public land.

Activities:

- Evaluate public land to determine agricultural capability or sale.
- Appraise land to determine market value and market rental.

5. Make integrated decisions within the current legislation, regulations, policies and directives to facilitate a balance of sustainable land uses.

Activities:

- Examine various conflicting land use requests, evaluate and construct solutions to balance them on the landscape (Example: finding a balance between grazing, oil and gas development, forest production and endangered species).
- Co-ordinate referrals to and consult with other resource managers, local governments and stakeholders to make integrated land use decisions, which unifies multiple use objectives.
- Provide conflict resolution for competing or conflicting land uses (Example: consensus based decision-making and co-ordinated resource management).
- Place and manage reservations such as protection and consultative notations to address management and development concerns on public lands.
- Conducts planning to establish agricultural uses and approves management plans on agricultural lands.
- Collaborates to develop local and regional land management plans (Integrated Resource Plans).
- Approve land exchange agreements to the mutual benefit of the government and the client.
- Allocate land by conducting auctions, initiating tenders and recommending priority issuance.

6. Manage and administer vacant public land within existing legislation, regulations, policies and directives from to provide a balance of development, use and conservation while maintaining biodiversity.

Activities:

- Initiate and place protective notations on sensitive lands to conserve significant features and resources.
- Investigate unauthorized agricultural use of bed and shore and recommend appropriate action or penalties.
- Coordinate with other Departmental staff and federal Department of Fisheries and Oceans for possible joint enforcement under the Public Lands Act and Water Act.
- Investigate unauthorized agricultural use of public land and recommend appropriate action or penalties.
- Identify, evaluate and select appropriate remedial action for weed control and reclamation problems.
- Co-ordinate and supervise contracts for weed control and agriculturally related reclamation projects on public land.

7. Ensure Ministry resources are managed efficiently and effectively.

Activities:

- Continually improve quality of products and services provided to clients.
- Employ new and innovative electronic and communication technology to provide quality client service.
- Maintain leading-edge knowledge of the latest technology through conferences, courses, seminars and literature and publication reviews.
- Sustain professional competency through membership in appropriate professional associations.

Problem Solving

Typical problems solved:

Within the grazing reserves in the Prairie/Parkland District, the Rangeland Agrologist is responsible for the management of public rangelands and integration of associated activities. The Agrologist leads the development and transfer of information on stewardship, sustainable use and integrated natural resource and livestock management practices to the client base in all aspects of public rangeland management. The Agrologist presents the information developed to client groups and individuals by way of tours, public meetings, presentation at conferences or meetings and one-to-one client contact. The Agrologist works cooperatively with staff, partners and clients in a self-managed work unit area, managing politically sensitive issues which require effective communication with the local Managers, Executive Directors and affected clients. This includes preparing briefing and advisory notes or providing a heads up on potentially volatile issues from the field. Acts as a resource person on issues occurring in the district, as well as for other Branches, Divisions and Departments.

Conflicts over land use arise on a regular basis due to the wide variety of potential uses and stakeholders. The Agrologist requires advanced skills in mediation and conflict resolution, such as principled negotiation and coordinated resource management to de-escalate the conflict and make sound land use decisions. Problems are often unique and solutions are not always known, as a result creativity and a broad knowledge base is required to bring participants to a decision. Solutions are found using an extensive body of knowledge and the experience gained through the job. (Examples: range and riparian area management, soil science, geology, geomorphology, forestry, archaeology, geophysical operations, surface materials development, land appraisal techniques, human resource management, negotiation and mediation skills, investigative skills, computer skills, construction and reclamation techniques, analytical skills, Endangered Species management and general wildlife management.

Rangeland provides a valuable source of surface and sub-surface resources for which there is strong demand and competition. The rangeland Agrologist makes integrated decisions in consultation with other resource managers and considers land capability and suitability, compatibility with other uses, local and regional plans, departmental regulations, policies and guidelines, stakeholder concerns and local politics and issues. The Agrologist must have an in-depth knowledge of all activities that occur on public land and the impact various activities have on other uses. Creative solutions are required to balance complex challenges of development, use and conservation of the resources. Land use decisions are made by using a team approach in compiling, interpreting, understanding and applying information gathered from a wide variety of stakeholders and disciplines. The decisions may have a significant impact on the resources when development or utilization is approved and on the client by facilitating or denying opportunities to develop and use a particular resource.

Types of guidance available for problem solving:

Rangeland management is broadly guided by three statutes and their associated regulations: The Public Lands Act, the Environmental Protection and Enhancement Act, the Forest And Prairie Protection Act and, to a lesser degree, the Water Act. Due to the diversity of activities, clients, stakeholders and the continual evolution of resource management objectives, policies and procedures guide operational direction. These policies provide the framework for land use decisions and impact stakeholders at all levels. The Agrologist identifies emerging policy issues, provides input into policy review and formation, and participates on committees and teams as a representative of the Area or provincial field staff to develop policies concerning public land management and activity management.

The Rangeland Agrologist is actively involved, either as a team member or as a professional consultant, in the development and implementation of plans. This includes Integrated Resource Plans, Regional Integrated Decisions and Regional Development Strategies. Local plans include Natural Area Management Plans, Special Places Management Plans, Habitat Management Area Plans and Implementation Plans for IRPs. The Agrologist will also work with clients and resource agencies to prepare integrated resource management plans, timber harvesting plans, recreational access plans, bison management plans, shoreline conservation initiatives, Grazing Timber Agreements and multiple use plans for individual dispositions within the district.

Direct or indirect impacts of decisions:

A number of stakeholders or client groups may be involved in or impacted by policies of the Department and by the decision making process. Local stakeholders and clients include resource agencies such as fisheries, wildlife, forestry, water management, historical resources and natural and protected areas), individual clients (agricultural producers, oil and gas companies, geophysical companies, sand and gravel operators, peat mining companies, quarry operators, coal

mines and recreational organizations), special interest groups (fish & game clubs, volunteer stewards, conservation groups, recreational clubs), political (town councils and mayors, county councilors and Reeves, MLAs), municipalities, members of the general public and other government agencies (Transportation, Energy, Parks). Major stakeholder groups include the Alberta Grazing Association, Alberta Wilderness Association, Canadian Association of Petroleum Producers, Canadian Association and World Wildlife Fund, Alberta Conservation Association, Ducks Unlimited and several Forestry companies .

Public land is used in a wide variety of ways from low impact activities such as hiking and bird watching to very intensive activities such as surface materials mining and geophysical programs. Uses include agricultural (grazing, haying and cultivation), industrial (oil and gas exploration, oil and gas development and transmission, mines and electrical transmission lines), commercial (sand, gravel, peat, tourism and quarries), Watershed, wildlife habitat, recreational (campgrounds, agricultural society areas, gun ranges, trail networks, natural areas, hunting, fishing, berry picking) and residential. Generally, two or more of these activities will be occurring simultaneously on any given parcel of agricultural public land which requires the Agrologist to have an integrated multi-disciplinary approach in developing and delivering information to the client to assist them in their management.

Key Relationships

Major stakeholders and purpose of interactions:

- Lessees, agricultural producers, grazing association managers, and other professionals in government and industry, in relation to agricultural dispositions.
- Provide technical and scientific expertise to industrial and agricultural clients, and to other Departmental staff regarding grazing, or other range related inquiries.
- Provide technical expertise and Liaise with forestry companies regarding grazing/timber integration.

Required Education, Experience and Technical Competencies

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

If other, specify:

Bachelor of Science Degree in Agriculture or equivalent is required

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

Knowledge:

- Bachelor of Science Degree in Agriculture or equivalent is required.
- Professional Agrologist (P.Ag.) or eligible membership in the Alberta Institute of Agrologists is required.
- Continuing professional development is registered with the Alberta Institute of Agrologists and is required to maintain membership.
- Extensive in-depth knowledge and understanding in natural sciences such as soil science, range management, plant science, animal science, range health, range inventory, riparian management, watershed management, forage production, physical geography and forest ecology.
- Current knowledge of resource management such as timber, endangered species management, fish and wildlife habitat and water.
- In-depth knowledge of land reclamation principles and practices, and use of native seed.
- Thorough knowledge and understanding of oilfield activities, surface materials development and other industrial activities, as well as recreational development.
- In-depth knowledge of land reclamation principles and practices, and use of native seed.
- Sound knowledge of the Public Lands Act, Water Act, Environmental Protection and Enhancement Act, the Forest And Prairie Protection Act, Line Fence Act, Stray Animals Act, Weed Control Act and their associated regulations.
- Extensive practical knowledge of land development techniques dealing with both the agricultural and industrial fields.
- Creative, flexible and balanced skills when dealing with a wide range of complex issues.
- Comprehensive knowledge of contract management, including project tendering, contract issuance and contract supervision.
- Thorough knowledge and understanding of geophysical operations, oil and gas development and production, recreation, as well as surface materials development all relative to rangeland management.

Skills:

- Advanced skills in mediation, negotiation and conflict resolution to de-escalate conflicts and make sound land use decisions. Negotiations and consensus building and managing conflict skills are essential.
- Interpersonal relationship knowledge such as conflict resolution and the ability to motivate clients, partners and interest groups.
- Investigative and analytical skills.
- Creative ability to solve complex problems is essential when balancing development, conservation use of resources.
- Effective written and verbal communication, including public speaking skills.
- Ability to lead working groups and to be a team player.
- Ability to interpret aerial photography, maps, agricultural regions of Alberta Soil Inventory Database and Alberta Vegetation Inventory.
- Computer literacy in Windows platform, including MS Word Suites, Geographic Land Information and Planning System, Land Standing Automated System, GLIMPS Arc View and e-mail.
- Strong organizational skills.
- Effective time management skills.
- Ability to work independently.
- Aptitude for independent decision-making.
- Orienteering skills (GPS, compass).
- Skills in rough terrain driving, including 4x4s and off-highway vehicles.
- Working knowledge of occupational Health and Safety regulations
- First Aid
- Bear Awareness and outdoor survival skills
- Defensive Driving

Behavioral Competencies

Pick 4-5 representative behavioral competencies and their level.

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"> • Engages perspective to seek root causes • Finds ways to improve complex systems • Employs resources from other areas to solve problems • Engages others and encourages debate and idea generation to solve problems while addressing risks 	<ul style="list-style-type: none"> -Conflict resolution on recreational access disputes. -Seeking to balance social, economic and environmental issues with decision making. -Addressing non-compliances and seeking corrective action with clientele.
Agility	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<p>Works in a changing environment and takes initiative to change:</p> <ul style="list-style-type: none"> • Takes opportunities to improve work processes • Anticipates and adjusts behaviour to change • Remains optimistic, calm and composed in stressful situations • Seeks advice and 	<ul style="list-style-type: none"> -Adapting to changing and emerging technology/ systems. -Responding to updates in policies and procedures. -Having back-up plans as some components of the position are weather dependent. -Responding to emerging conditions such as

		support to change appropriately • Works creatively within guidelines	drought, flooding, and wildfire.
Build Collaborative Environments	<input type="radio"/> <input checked="" type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>	Facilitates open communication and leverages team skill: • Leverages skills and knowledge of others • Genuinely values and learns from others • Facilitates open and respectful conflict resolution • Recognizes and appreciates others	-Working as a team player to facilitate overall goals with inspections and renewals. -Providing recommendations for improvements through Rangeland Team Lead and Manager. -Assisting others with heavy workloads.
Drive for Results	<input type="radio"/> <input checked="" type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>	Works to exceed goals and partner with others to achieve objectives: • Plans based on past experience • Holds self and others responsible for results • Partners with groups to achieve outcomes • Aims to exceed expectations	-Plan and complete rangeland inspections. -Prioritizes workload based on seasonality. -Seek for efficiencies in completing heavy workloads. -Manage workload through readily available tools such as spreadsheets and planners. -Continuous improvement through formal and informal learning.

Benchmarks

List 1-2 potential comparable Government of Alberta: [Benchmark](#)

