

New

Ministry

Forestry and Parks

Describe: Basic Job Details

Position

Position ID

Position Name (30 characters)

Vegetation Technician

Requested Class

Technologies 1

Job Focus

Operations/Program

Supervisory Level

00 - No Supervision

Agency (ministry) code

CA34

Cost Centre

622986

Program Code: (enter if required)

Employee

Employee Name (or Vacant)

Vacant

Organizational Structure

Division, Branch/Unit

Parks, Regional Operations/South Regional Office

Current organizational chart attached?

Supervisor's Position ID

Supervisor's Position Name (30 characters)

Vegetation Mgt. Coordinator

Supervisor's Current Class

Natural Resources 7

Design: Identify Job Duties and Value

Job Purpose and Organizational Context

Why the job exists:

The Weed Crew provides routine technical and field support to the Invasive Alien Plant Species Management Program. Responsibilities include invasive alien plant species (IAPS) control, maintenance, and data collection.

Responsibilities

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

1. Conduct herbicide applications and mechanical removal for IAPS. Mix herbicide solutions, operate equipment (UTVs, sprayers, trailers, weed-whippers, weather gauges, and ipads), identify IAPS for removal, record keeping, and clean/maintain equipment.
2. Collect IAPS data. Use ArcGIS Apps and program protocols to collect data at Alberta Park sites.
3. Assistant with vegetation management activities at Alberta Park sites.
4. Conduct and participate in daily safety meetings.

Problem Solving

Typical problems solved:

Work is conducted with regular supervision and communication with Supervisor. Situations encountered in the fieldwork with equipment operation and control of IAPS may require troubleshooting.

Types of guidance available for problem solving:

Pesticide application guidelines are readily available for reference in addition to best management practices outlined for program operations. Supervisor is readily available to assist with problem solving.

Direct or indirect impacts of decisions:

This position has a program delivery focus. Decisions will impact efficacy of control measures applied to invasive plants.

Key Relationships

Major stakeholders and purpose of interactions:

Interact with GoA staff in Lethbridge office, and with staff and FOA operators at various sites within the south region to complete program delivery tasks. Some limited interaction with park visitors to inform them of work underway.

Required Education, Experience and Technical Competencies

Education Level

High School Diploma

Focus/Major

Science

2nd Major/Minor if applicable

Designation

If other, specify:

Completed one year post secondary with courses or majors relating to environmental sci or related field.

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

1. Experience working outdoors.
2. Plant identification experience is an asset.
3. Must be able to operate required field machinery and equipment.
4. Experience controlling IAPS in an asset.
5. Valid Landscape Pesticide Applicator Certificate or Authorized Assistant Certificate is an asset but not required.
6. Must be able to accurately record and organize data and requires computer skills in spreadsheets, databases, and word processing.
7. Completed one year post secondary with courses or majors relating to environmental science or related field.
8. Valid class 5 Alberta Drivers License.
9. Standard First Aid CPR-C & AED.

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		
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: <ul style="list-style-type: none"> • Leverages skills and knowledge of others • Genuinely values and learns from others • Facilitates open and respectful conflict resolution • Recognizes and appreciates others 	Program uses a team focused management style; having staff share their skills, knowledge etc. is very important for development and collaboration. Staff work closely together; having attributes that foster healthy discussion, respect of others, and

			conflict resolution skills are key for this type of work environment.
Creative Problem Solving	<input checked="" type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>	Is open to new ideas and breaks problems down to identify solutions: <ul style="list-style-type: none"> • Breaks down problems into small parts • Constructively questions and challenges the norm • Open to other's perspectives and aware of own • Contributes ideas for improving processes, and adapts existing practice to address problems 	Staff are required to think independently and be able to adapt to new environments and situations since the work is field-based.
Agility	<input checked="" type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>	Understands need for change and manages own emotions: <ul style="list-style-type: none"> • Uses common sense and past experience to approach ambiguous problems • Prevents emotions from affecting others negatively • Looks for information on changes • Open to new ideas and helping co-workers 	Position work in a collaborative team, needs to be able to keep their emotions from affecting the team and work towards solving problems effectively. Team needs to work together and help each other adapt and learn.
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: <ul style="list-style-type: none"> • Plans based on past experience • Holds self and others responsible for results • Partners with groups to achieve outcomes • Aims to exceed expectations 	Team is responsible for project efficacy outcomes; individuals are required to keep themselves and others accountable for the quality and efficiency of work done. Having a mindset that wants positive environmental outcomes is essential - drives to exceed expectations.

Benchmarks

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

https://www.alberta.ca/system/files/custom_downloaded_images/psc-benchmarks-technologies.pdf

Assign

The signatures below indicate that all parties have read and agree that the job description accurately reflects the work assigned and required in the organization.

Employee Name

Date yyyy-mm-dd

Employee Signature

Supervisor / Manager Name

Date yyyy-mm-dd

Supervisor / Manager Signature

Director / Executive Director Name

Date yyyy-mm-dd

Director / Executive Director Signature

ADM Name

Date yyyy-mm-dd

ADM Signature

DM Name

Date yyyy-mm-dd

DM Signature