

New

Ministry

Forestry and Parks

Describe: Basic Job Details

Position

Position ID

Position Name (30 characters)

Area Range Mgmt Specialist

Requested Class

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

Lands, Lands Delivery & Coordination South/RCSS

Current organizational chart attached?

Supervisor's Position ID

Supervisor's Position Name (30 characters)

Prov Range Mgmt Specialist

Supervisor's Current Class

Design: Identify Job Duties and Value

Job Purpose and Organizational Context

Why the job exists:

The Area Range Management Specialist (ARMS) will provide technical expertise and leadership in developing strategies, processes and standards, and knowledge transfer to enhance the conservation and stewardship of public rangelands and empower staff, disposition holders, and other rangeland resource stakeholders to bolster the stewardship of the rangeland resources.

This position focuses on the conservation and stewardship of rangelands within the Dry and Central Mixedwood and Peace Parkland Natural Subregions. Provides direct technical support and training to Integrated Land Management (ILM) staff (Rangeland Agrologists) to ensure provincial consistency in program delivery.

Responsibilities

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

1. Connect range science and knowledge to the regulatory system, FP business plan and grazing disposition stewardship by developing, maintaining and modernizing the suite of business support tools, standards and processes.
 -develop and maintain Range Plant Community Guides and ECOSYS database for the Dry Mixedwood, Central Mixedwood and Peace Parkland Natural Subregions;
 -develop, maintain and manage the Dry Mixedwood, Central Mixedwood and Peace Parkland Range

Reference Areas to contribute to the provincial program and to provide the ecologically sustainable stocking rates used for grazing disposition allocation and renewal;

- through extensive travel, field work and collaboration with FP staff, identify gaps in the range plant community guides and strive to complete the plant community descriptions to fill data gaps;
- contribute to the maintenance, enhancement and modernization of ecological range management information, tools and processes (eg. range inventory manual, range health assessments, range management form, carrying capacity/grazing capacity guides, PLVI interpretative databases and manual, grazing disposition audit process). Enhance data collection, analysis and reporting, foster disposition stewardship, build further efficiencies in rangeland workflow metrics and to enhance provincial consistency and;
- support the development and implementation of resource integration tools and strategies for application on public rangelands (eg. grazing timber integration, wildlife interactions, watershed maintenance, recreation).

2. Foster sustainable conservation and stewardship of Alberta's public rangelands by supporting the formulation and implementation of policy, guidelines and strategies that have both regional and provincial impact in terms of environmental, economic and social outcomes as described in the FP business plan.

- support the Rangeland Stewardship and Land Use Policy Section with the development and modernization of policy and guidelines relating to grazing disposition stewardship and resource integration (eg. development of operating standards to facilitate red tape reduction efforts), and;
- support the development, modernization and implementation of provincial standards and protocols used to allocate grazing on public land and monitor and report on the status of Alberta's public rangelands (eg. online stock return form, rangeland performance metrics, rangeland workflow metrics, DRAS).

3. Through knowledge transfer, training and mentoring provide leadership in the implementation and application of FP rangeland information and tools to ensure appropriate use and provincial consistency among FP staff and various rangeland stakeholders and foster sustainable management and conservation of Alberta's rangelands.

- transfer knowledge through training and mentoring to FP staff at the regional and provincial level on use of ecological tools (eg. Range Plant Community Guides, Range Health Assessment, Carrying Capacity/ Grazing Capacity Calculations, Range Inventory Manual, PLVI) and their application to the grazing disposition allocation, monitoring and renewal process and the stewardship of grazing disposition stewardship and resource integration, and;
- with partners, develop and transfer information (eg. publications, presentations, webinars) and technical training (eg. field days) on rangeland stewardship, sustainable and integrated resource principles and practices and rangeland inventory and assessment tools to private and public land range managers and other rangeland resource stakeholders to enhance rangeland stewardship and sustainable resource integration locally, regionally and provincially.

4. With partners, develop innovative applied rangeland initiatives that provide and create practical solutions to emerging rangelands stewardship, conservation and integration challenges.

- pursue strategic partnerships with other provincial government agencies, NGO's and academia (eg. Cows and Fish, SHARP, ALUS, University of Alberta) to collaborate on initiatives to inform or address regional or provincial rangeland challenges identified by government, industry or other resource stakeholders (eg. carbon sequestration, species at risk, biodiversity, invasive species);
- respond to subject matter expertise requests from AEP staff, other government agencies, NGO's, industry or academia seeking public land range management knowledge and expertise (eg. range management planning, grazing timber integration, regional and subregional planning).

Problem Solving

Typical problems solved:

1. Balance the need for robust ecological range plant community information to support rangeland resource stewardship and integration within the Dry and Central Mixedwood and Peace Parkland Natural Subregions with limited time and resources.
2. Working with staff, grazing leaseholders and other rangeland resource stakeholders to resolve grazing

stewardship and resource integration challenges on Alberta's public rangelands.

- Working with Rangeland Stewardship and Land Use Policy and other staff within Lands Division to develop, maintain and modernize policy, guidelines, business support tools and knowledge transfer to address current and emerging public rangeland management challenges and needs.
- Work with partners (eg. Cows and Fish, SHARP, ALUS, University of Alberta) to identify existing and emerging rangeland conservation and stewardship issues and develop information and strategies to fill knowledge gaps.

Types of guidance available for problem solving:

Engage field staff, supervisor, Rangeland Stewardship and Land Use Policy Section team members, and other Lands Division staff to gather insight.
 Review legislation and policy information to understand issues, gaps, priorities and limitations.

Direct or indirect impacts of decisions:

Direct impact to influence local, regional and provincial outcomes.
 Indirect impact on external outcomes through partnerships and stakeholder relationships.

Key Relationships

Major stakeholders and purpose of interactions:

- Lands Division staff to support grazing disposition allocation, renewal, monitoring and reporting and to support resource integration on public rangelands.
- Lands Division staff and other rangeland resource stakeholders to understand application of ecological range plant community guides to support resource integration and to identify gaps or weakness in the range plant community guides to help inform further data needs and field work priorities.
- Rangeland Stewardship and Land Use Policy Section and Lands Division to support the development, maintenance and modernization of rangeland ecological information and other business support tools. Rangeland policy and guidelines to coordinate/collaborate on knowledge transfer to AEP staff to help ensure rangeland efforts are implemented and applied in a consistent manner throughout the province.
- Partners (eg. Cows and Fish, SHARP, ALUS, University of Alberta, AAFMP, AIA) to facilitate the application of FP range management ecological information and tools to enhance grazing stewardship and resource integration on Alberta's rangelands and to identify and address existing and emerging rangeland issues.

Required Education, Experience and Technical Competencies

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

If other, specify:

Professional Agrologist

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

- Advanced knowledge of range ecology and landscape process and functioning.
- Advanced knowledge of plant and soil taxonomy and ecological classification.
- Strong knowledge of research methods, vegetation survey methods, biometrics and statistics including ordination and cluster analysis methods.
- Strong knowledge of spatial and electronic data systems such as GIS, GPS, databases.
- Thorough knowledge of plant physiology, livestock production and nutrition, wildlife relationships and interactions.
- Advanced knowledge of rangeland reclamation principles and practices.
- Knowledge of pertinent legislation, policy and guidelines governing the allocation and stewardship of public grazing dispositions and resource integration on public land (eg. Public Lands Act, Public Lands Act Regulation, Forest Act, Water Act and Codes of Practice, Provincial Parks Act, Forest and Prairie Protection Act, Stray Animal Act, Weed Control Act, Grazing Timber Integration Policy and Manual).
- Strong communication, presentation and writing skills and ability to demonstrate effective solutions to complex resource issues.
- Significant experience with a wide range of computer systems and software for data collection, analysis and reporting.
- Strong systems thinking and problem-solving skills ability to respond to shifts in policy, process and

priorities.

- Strong facilitation, negotiation and collaboration skills and effective relationship building
- Strong orienteering and navigational skills, comfort working in remote areas
- Willingness to travel extensively and complete many hours of field work to ensure all Natural Subregions and FP staff in the north are fully supported and the ARMS contributes to the provincial RSLUP team.
- Ability to work unsupervised.

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 type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Works in open teams to share ideas and process issues: <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 	The ARMS will be expected to assist in the development, modernization and knowledge transfer of rangeland business support tools within the parameters of legislation and policy and current resources.
Drive for Results	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Takes and delegates responsibility for outcomes: <ul style="list-style-type: none"> • Uses variety of resources to monitor own performance standards • Acknowledges even indirect responsibility • Commits to what is good for Albertans even if not immediately accepted • Reaches goals consistent with APS direction 	The ARMS will contribute to the provincial Rangeland Reference Area Program by managing the regional Dry Mixedwood, Central Mixedwood and Peace Parkland Range Reference Areas and the associated ECOSYS database and Range Plant Community Guides. Extensive travel and field work will be required.
Develop Networks	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Leverages relationships to build input and perspective: <ul style="list-style-type: none"> • Looks broadly to engage stakeholders • Open to perspectives towards long-term goals • Actively seeks input into change initiatives • Maintains stakeholder relationships 	The ARMS will work with partners, industry stakeholders and FP field staff to identify and address existing and emerging rangeland stewardship challenges and investigate possible solutions.
Build Collaborative Environments	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Collaborates across functional areas and proactively addresses conflict: <ul style="list-style-type: none"> • Encourages broad thinking on projects, and works to eliminate 	The ARMS will be expected to promote a collaborative environmental amongst groups with differing priorities and skills sets in order to find operable

