

Public (when completed)

Common Government

Guide   Benchmarks   Competencies   ?**New**

Ministry

Forestry and Parks

**Describe: Basic Job Details****Position**

Position ID

Position Name (200 character maximum)

Weed Management Crew Lead North

Requested Class

Technologies 3

Job Focus



Supervisory Level

Operations/Program

00 - No Supervision

Agency (ministry) code ?Cost Centre ?Program Code: (enter if required) ?

CA34

10000000625119

**Employee**

Employee Name (or Vacant)

Vacant

**Organizational Structure**

Division, Branch/Unit

Lands, Delivery &amp; Coordination South/ Rangelands

 Current organizational chart attached?

Supervisor's Position ID

Supervisor's Position Name (30 characters)

Supervisor's Current Class

TIS &amp; Feral Horse Coordinator

Agrologist Level 3

**Design: Identify Job Duties and Value****Job Purpose and Organizational Context** ?

Why the job exists:

The Weed Crew Lead ensures the delivery and support of the Terrestrial Invasive Species Program through the effective implementation of field data collection and weed control field duties.

**Responsibilities** ?

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

**1 Collecting inventory of terrestrial invasive weeds on public land**

- terrestrial weed identification
- entering data into EDDMapS
- performs routine fieldwork independently and as part of team
- work with local Forestry and Parks Agrologists

**2 Inspecting past weed control sites**

- assessing efficacy of control/ degree of success

- analysis of data

3 Data entry and quality assurance

- proficient in the use of EDDMapS

- review and audit data for accuracy and errors

- analysis of data and trends

4 Conduct weed control on public land

- ability to conduct various control functions (hand pulling, spraying, mechanical)

5 Biocontrol program oversight

- monitor existing sites for biocontrol establishment

- assess potential sites for biocontrol releases

- collaborate with local Municipalities, Counties and NGOs on biocontrol initiatives

6 Partnership collaboration

- support current partnerships

- develop new partnerships

**Problem Solving**



Typical problems solved:

- Daily field work operations will vary, dependent on location, geological terrain, infestation type and extent. As such, the position is responsible for adjusting work methods to align with daily responsibilities and OH&S Guidelines.

- The position will be responsible for accurate weed identification, inventory and control.

- Working with staff, local government contacts and the public on issues and conflicts regarding terrestrial invasive species weed identification, inventory and control.

- Use creative problem solving and networking to develop partnerships with municipalities and not for profit organizations.

Types of guidance available for problem solving:

- Direct contact with the Terrestrial Invasive Species and Feral Horse Management Coordinator is provided for guidance.

Direct or indirect impacts of decisions:

- The position will impact a variety of public land users. Control of invasive weeds and inventory of weed infestations will improve recreation experiences on public land.

- Other users of public land such as grazing allotment holders, forestry operators and indigenous peoples will be impacted by the positions' actions through the benefits of enhanced ecosystem goods and services that are enabled by controlling terrestrial invasive weeds.

**Key Relationships**



Major stakeholders and purpose of interactions:

- Rangeland Stewardship and Land Use Policy Section to support the objectives of the Terrestrial Invasive Species Program

- Municipal partners to facilitate the ongoing partnerships to conduct weed control on crown land

- Forestry and Parks District Agrologists

**Required Education, Experience and Technical Competencies**



Education Level

Diploma (2 year)

Focus/Major

Other

2nd Major/Minor if applicable

Designation

If other, specify:

Environmental Science, Agriculture or a related diploma

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

- Experience with invasive weed identification

- Experience working alone in remote locations

- Experience in invasive weed management

- Experience with Microsoft Word and Excel
- Valid Class 5 Divers License
- Assets:
  - Alberta Pesticide Applicators License
  - OHV/ATV training
  - Trailering experience
  - Mechanical aptitude
  - ArcGIS Pro or ArcMap experience

## 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 checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<p>Focuses on continuous improvement and increasing breadth of insight:</p> <ul style="list-style-type: none"> <li>• Asks questions to understand a problem</li> <li>• Looks for new ways to improve results and activities</li> <li>• Explores different work methods and what made projects successful; shares learning</li> <li>• Collects breadth of data and perspectives to make choices</li> </ul>	<p>This position will be expected to recognize changes in work environment and adjust to those changes to complete inventory, invasive weed control, or other tasks.</p> <p>This position will be expected to seek improved weed control strategies to improve the Terrestrial Invasive Species Program (TISP).</p>
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"> <li>• Takes opportunities to improve work processes</li> <li>• Anticipates and adjusts behaviour to change</li> <li>• Remains optimistic, calm and composed in stressful situations</li> <li>• Seeks advice and support to change appropriately</li> <li>• Works creatively within guidelines</li> </ul>	<p>While working in the field, this position will be required to make decisions on where to carry out invasive weed control and to what extent.</p>
Drive for Results	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<p>Takes and delegates responsibility for outcomes:</p> <ul style="list-style-type: none"> <li>• Uses variety of resources to monitor own performance standards</li> <li>• Acknowledges even indirect responsibility</li> <li>• Commits to what is good for Albertans even if not immediately accepted</li> </ul>	<p>This position will be expected to achieve overarching goals, such as the control of weeds within a natural area, and achieve that goal through carrying out smaller daily tasks (weed inventory, or small patch control areas).</p>

		<ul style="list-style-type: none"> <li>• Reaches goals consistent with APS direction</li> </ul>	
Develop Networks	<input type="radio"/> <input checked="" type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>	<p>Works on maintaining close relations with all stakeholders:</p> <ul style="list-style-type: none"> <li>• Identifies key stakeholder relationships</li> <li>• Has contact with range of interested parties</li> <li>• Actively incorporates needs of a broader group</li> <li>• Influences others through communication techniques</li> </ul>	<p>This position will be expected to maintain internal relationships with their supervisor (Terrestrial Invasive Species and Feral Horse Management Coordinator) and external relationships with municipal ag fieldmen and not for profit organizations to bolster the TISP</p>

[+] [-]

### Benchmarks ?

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

### 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
		<a href="#">Remove Signature</a> <a href="#">Add Signature</a>
Director / Executive Director Name	Date yyyy-mm-dd	Director / Executive Director Signature
		<a href="#">Remove ADM Signature</a> <a href="#">Add ADM Signature</a>
ADM Name	Date yyyy-mm-dd	ADM Signature
		<a href="#">Remove DM Signature</a> <a href="#">Add DM Signature</a>
DM Name	Date yyyy-mm-dd	DM Signature