

Public (when completed)

Common Government

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New

Ministry

Forestry and Parks

Describe: Basic Job Details

Position

Position ID

Position Name (30 characters)

Weed Management Crew Lead

Requested Class

Program Services 3

Job Focus

Operations/Program

?

Supervisory Level

00 - No Supervision

Agency (ministry) code

CA34

Cost Centre

10000000625119

Program Code: (enter if required)

?

Employee

Employee Name (or Vacant)

Vacant

Organizational Structure

Division, Branch/Unit

Lands, Lands Delivery & Coordination (South)

Current organizational chart attached?

Supervisor's Position ID

Supervisor's Position Name (30 characters)

Rangeland Program Specialist

Supervisor's Current Class

Agrologist Level 2

Design: Identify Job Duties and Value

Job Purpose and Organizational Context

?

Why the job exists:

The Invasive Species Technician ensures the delivery and support of the Terrestrial Invasive Species Program through the effective implementation of field data collection and weed control, along with the maintenance of municipal and not for profit partnerships within the program.

Responsibilities

?

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

1. Weed inventory and control
 - responsible for coordinating and undertaking weed inventory field work
 - responsible for coordinating and undertaking weed control
 - provide training on weed identification
2. Data entry and quality assurance
 - proficient in the use of EDDMapS
 - review and audit data for accuracy and errors
 - analysis of data and trends
- 3 Annual Terrestrial Invasive Species Program Report
 - prepare annual report

- 4 Biocontrol program oversight
- monitor sites for biocontrol establishment
 - assess potential sites for biocontrol releases
 - collaborate with local Municipalities, Counties and NGOs on biocontrol initiatives

- 5 Partnership collaboration
- support current partnerships
 - develop new partnerships

Problem Solving 

Typical problems solved:

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

Developing and maintaining partnerships with municipalities and not for profit organizations.

Types of guidance available for problem solving:

Direct contact with the Rangeland Program Specialist is provided for guidance.

Direct or indirect impacts of decisions:

- The position will have impacts on public land recreation users, with control of invasive weeds and inventory of weed infestations on public land improving recreation experiences on public land.
- Other users of public land such as grazing allotment holders and indigenous peoples will be impacted by the positions decisions through the management of ecosystem goods and services impacted by the infestations of 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	Focus/Major	2nd Major/Minor if applicable	Designation
Bachelor's Degree (4 year)	Other		

If other, specify:

Environmental Science, Agriculture or a related degree

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

- Experience with weed identification
- Experience working alone in remote locations
- Experience in weed management
- Some supervisory experience
- Valid Class 5 Divers License
- Asset - Alberta Pesticide Applicators License

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		
Develop Networks	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Works on maintaining close relations with all stakeholders: • Identifies key	The Invasive Species Coordinator will be required to foster relationships with

		<p>stakeholder relationships</p> <ul style="list-style-type: none"> • Has contact with range of interested parties • Actively incorporates needs of a broader group • Influences others through communication techniques 	<p>municipal ag fieldmen and not for profit organizations to bolster the Terrestrial Invasive Species Program (TISP).</p>
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"> • Asks questions to understand a problem • Looks for new ways to improve results and activities • Explores different work methods and what made projects successful; shares learning • Collects breadth of data and perspectives to make choices 	<p>This position will be expected to seek improved weed control strategies to improve the 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"> • Takes opportunities to improve work processes • Anticipates and adjusts behaviour to change • Remains optimistic, calm and composed in stressful situations • Seeks advice and support to change appropriately • Works creatively within guidelines 	<p>The Invasive Species Coordinator will provide support to the Invasive Species Technicians to collect weed inventories and conduct weed control.</p>
Drive for Results	<input type="radio"/> <input checked="" type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>	<p>Works to exceed goals and partner with others to achieve objectives:</p> <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 	<p>This position will be expected 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>







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.

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Employee Name	Date yyyy-mm-dd	
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Supervisor / Manager Name	Date yyyy-mm-dd	Supervisor / Manager Signature
		
		Remove Signature Add Signature
<hr/>	<hr/>	<hr/>
Director / Executive Director Name	Date yyyy-mm-dd	Director / Executive Director Signature
		
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