

Update

Ministry

Forestry and Parks

Describe: Basic Job Details

Position

Position ID

Position Name (30 characters)

Planning Forester

Current 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

Forestry Division

Current organizational chart attached?

Supervisor's Position ID

Supervisor's Position Name (30 characters)

Senior Forester Planning

Supervisor's Current Class

Design: Identify Job Duties and Value

Changes Since Last Reviewed

Date yyyy-mm-dd

Responsibilities Added:

Responsibilities Removed:

Job Purpose and Organizational Context

Why the job exists:

This is a professional position that leads the development of forest management plans (FMP) through multi-disciplinary and multi-stakeholder planning teams; the position, through coordination, facilitation, direction and guidance, achieves integrated forest management planning in Alberta in accordance with the Alberta Forest Management Planning Standard administered by Forest Management and Wildfire Mitigation

Branch (FMWM).

The position has key accountabilities within Forestry Division, Forest industry, and department areas to communicate and interpret legislation, policies and guidelines, and resolve complex forest management, stakeholder and resource integration issues. The position has direct engagement with Forest Area staff, forest industry, academia, other provincial jurisdictions and partner agencies to ensure that FMPs meet the departmental goals and objectives.

The position directs and manages processes in a credible and confident manner acquired from related experience using well developed communication, project management, problem-solving, and mediation skills. It has due diligence responsibilities, (i.e., Plan, Do, Check, Act cycle), for the department's approach to forest management regarding adaptive management. The position is a key resource and expected to develop and maintain effective internal department and cross Ministry relationships to ensure FMPs align with regional and subregional plans as developed and approved.

Responsibilities

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

Develops or leads the development of FMPs for forest management agreement (FMA) area forest management units (FMU) as well as Non-FMA FMU's using effective strategies that manage forested public lands in alignment with legislation while accounting for multiple values, such as but not limited to, forest health, fish and wildlife, forest economic development, wildfire mitigation and biodiversity.

Major activities:

- Leads plan development teams (PDT) and ensures the process is efficient and incorporates new and leading forest management principles.
- Ensures that department standards are interpreted correctly and expectations are clearly understood.
- Assists with forest management planning policy development.

Management of the forest management planning process through demonstrated project management skills:

- Provides effective facilitation, issue and policy research, reviews and timely approvals (agreement-in-principle) to optimally address client needs and department demands.
- Manages deliverables for time-sensitive issues and processes and reviews, assesses impacts and approves change requests and as a result recommends adjustments to the process and encourage on-time delivery of outcomes.
- Directs and coordinates Forestry Division approvals (e.g., disseminates information, sets timelines, assesses risks, reviews documentation, evaluates strategic approaches, collates responses and recommends corrective actions).

Leading and overseeing the forest management planning process through effective and efficient performance monitoring:

- Reviews PDT inputs for FMPs and consolidates recommendations for decision;
- Reviews company activities and works with Forest Area staff to ensure that approved FMPs are being implemented and followed;
- Reviews Stewardship Reports and in cases where there are significant outages, recommends corrective actions to senior management.

Problem Solving

Typical problems solved:

Management of the forest management planning process through effective problem solving and working to manage stakeholder conflict.

Types of guidance available for problem solving:

Work closely with Forest Area staff, Forestry Division and other cross Ministry specialists to ensure FMPs account for all requirements. The position may also work with non-government specialists where information gaps have been identified and in-house expertise does not exist.

Direct or indirect impacts of decisions:

Helps using current government regulations and policies to prepare, review and recommend sustainable forest management practices including disturbance levels and annual allowable cut harvest levels.

Key Relationships

Major stakeholders and purpose of interactions:

Executive Director, Forest Management and Wildfire Mitigation Branch - FMP priorities, Approval Decisions, issue resolution, briefings.

Senior Managers, all FMWM Sections - FMP priorities, reviews, approvals, briefings, FMA renewals, timber allocations.

Forest Area Managers - FMP implementation, spatial harvest sequence variance tracking, performance monitoring, FireSmart.

Senior Forester/Area Foresters - PDTs and FMP implementation.

Senior Management and specialists with Environment and Parks - priorities for each FMP, guided by the Alberta Forest Management Planning Standard and to ensure alignment with regional and subregional plans.

Required Education, Experience and Technical Competencies

Education Level

Bachelor's Degree (4 year)

Focus/Major

Science

2nd Major/Minor if applicable

Designation

Other

If other, specify:

Membership or eligibility for membership in the Association of Alberta Forest Management Professionals

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

- The position must have training in, and a sound understanding of the theory of all aspects of forest management (e.g., planning approaches, application of statistical models, risk analysis, mensuration, biological interactions and functions, social surveys and resource information analysis).
- Awareness of "current state" of industry pressures and departmental priorities.
- A strong ability to assimilate, evaluate and prioritize information from a broad range of perspectives, professions and subject areas to achieve departmental objectives and feasible outcomes.
- Exceptional ability to understand and effectively communicate complex conceptual ideas (e.g., forest seral stage structure, watershed analysis, timber supply modeling).
- Highly skilled at identifying and anticipating issues, conflicts and impacts of political interest.
- Experience interacting with individuals and groups with competing views and business interests to achieve positive outcomes.
- Highly developed written and oral communication skills.
- Skilled problem-solving with demonstrated confidence and ability to define steps to take to resolve issues.
- Demonstrated exceptional facilitation and negotiation skills to drive processes to conclusion.
- Depth of practical experience to demonstrate credibility to clients and offer feasible direction and solutions to issues.
- Working knowledge of all aspects of strategic forest management, operational timber production, silviculture, wildfire mitigation and forest health.
- Ability to achieve effective outcomes in emergency situations, with a wide variety of stakeholders, with limited precedent or written policy and short timelines.
- Confident and forward-thinking to achieve useful outcomes in situations of high uncertainty and substantial opposition from stakeholders (e.g., mountain pine beetle control, caribou habitat, watershed management, Indigenous consultation).
- Formal training in mediation is desirable.
- Knowledge of forestry certification schemes - working knowledge of Canadian Standards Association Standards.

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"/>	<p>Works in open teams to share ideas and process issues:</p> <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 	<ul style="list-style-type: none"> - Consideration of multiple complex competing values and interests during FMP development. - Diverging and single-interests are presented by stakeholders participating on plan development teams. - Every compromise or concession has an impact on someone else (i.e., financial cost, access to resources, delays). - Overlapping tenures, stakeholder interests, and complex allocation conditions require creative solutions.
Agility	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<p>Identifies and manages required change and the associated risks:</p> <ul style="list-style-type: none"> • Identifies alternative approaches and supports others to do the same • Proactively explains impact of changes • Anticipates and mitigates emotions of others • Anticipates obstacles and stays focused on goals • Makes decisions and takes action in uncertain situations and creates a backup plan 	<ul style="list-style-type: none"> - Ability to take action and remain objective under pressure when decisions and direction change. - Ability to remain objective if decisions are made that may not align with personal values. - Ability to adapt in a positive manner to new situations, embrace change and remain resilient.
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"> • 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 	<ul style="list-style-type: none"> - Assess situations to determine the unknown problems or underlying issues, separate facts from entrenched positions to advance concerns. - Assess broad impacts and potential precedents of solutions and discusses with the Director of Forest Planning.

