Update

Ministry

Environment and Protected Areas

Describe: Basic Job Details

Position

Position ID

Position Name

Water Monitoring Technologist

Current Class

Technologies 6

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

Resource Stewardship, AWS Branch/ AW Monitoring

Supervisor's Position ID

Supervisor's Position Name

Water MonitoringReg Supervisor

Supervisor's Current Class

Technologies 7

Design: Identify Job Duties and Value

Changes Since Last Reviewed

Date yyyy-mm-dd

2024-04-29

Responsibilities Added:

Responsibilities Removed:

Job Purpose and Organizational Context

Why the job exists:

This position is part of a regional team that implements multiple monitoring programs regarding the quality and quantity of Alberta's water resources year-round across province-wide networks of monitoring stations. These networks provide the data required to understand baseline conditions, natural variability, and quantify cumulative effects within Alberta's lakes, streams, rivers, and groundwater. The Water Monitoring Technologist plans, conducts, measures, analyzes, and

delivers data and results for water monitoring programs, and provides vital and timely water quality, water quantity, and meteorological information to support stakeholder partnerships (e.g., federal, provincial, and municipal governments, industry, non-government organizations and all Albertans).

Environmental data is used directly in departmental performance measures and indicators, trans-boundary agreements, environmental impact assessments, state-of-the-environment reporting, and watershed management. All data collection adheres to national and international standards (e.g., STM, USGS/USEPA and ISO) for use in the assessment and management of water resources, including critical flood, drought, and emergency monitoring; compliance; scientific studies (e.g. climate change); public safety for recreational, domestic, and traditional use; and watershed protection. Collected data is also used to inform decisions regarding the protection of land and human health, and to understand if Alberta's water resources can meet the needs of the economy and support the diversity and health of plants and animals in Alberta's ecosystems.

Abiding by approved standards and guidelines, the position provides unique technological services and expertise in the lab, in the office, and to diverse stakeholders to manage and sustain Alberta's water, and its related infrastructure (e.g., expertise in specific water monitoring disciplines and related technologies, program design and logistics, solutions to technical challenges, and advice on how programs can be modified or improved to reflect real world conditions).

This is also an emergency response position that provides Albertans with critical data in the event of flood, drought, toxic spills, and other events relating to public safety or watershed protection. The data provided is also the early warning system that emergency staff watch for signs of trouble to determine whether an event will occur and the progress of the event. There is a requirement for standby services and response to environmental emergencies.

Each Technologist is part of a regional team and works with all areas of water monitoring covered by the office. Technologists focus on one of three principal disciplines of water monitoring and support the other disciplines and other regional offices as needed:

- Meteorology and hydrometric / water quantity - collection of water quantity data at network sites, such as conducting discharge measurements, lake levels elevation surveys, precipitation measurement and snow surveys.
- Groundwater - collection of water quantity and quality data from the active Groundwater Observation Well Network, elevation and location surveying, and maintenance of the groundwater well network.
- Surface water quality - network collection of both lotic and lentic surface water quality data, and the deployment or removal of water monitoring equipment and stations.

Responsibilities

Monitoring Programs /Network Operation

- Plan and execute office and field operations for the collection of unbiased scientific data within the incumbent's primary discipline
- Assist with data gathering activities outside of the principal discipline
- Prepare appropriately labelled and preserved sample sets and other required documentation to ensure that any environmental samples arrive to their designated analytical facility suitably identified and within required timelines
- Provide accurate and timely data specific to each water monitoring program for use in watershed management
- Adapt standard operating procedures (SOPs) to various geographical locations throughout the province, to obtain reliable data
- Remain current on and implement standards to prevent the spread of invasive species (both aquatic and terrestrial) that may be present in all locations where field work is conducted

Data Validation, Processing, and Entry

- Acquire/compile environmental data and enter into specialized databases (e.g., EMS, WISKI) for use by all levels of government, industry, other agencies, and Albertans for the management of Alberta's water resources, emergency response, regulatory demands, publication and project-based programs
- Receive and verify water data, ensuring accuracy using quality control measures, inter-laboratory comparisons and

validation processes
- Ensure sample numbers, sites codes, site locations, valid method variables, and other metadata associated with the type of project being conducted are up to date and create or aid in creation of metadata where necessary
- Complete data computations, identifying and rectifying errors in the record or data entries, updating stage/ discharge curves
- Retain and curate original data and results to the appropriate database in accordance with branch and department standards
- Monitor near real-time data feeds for problems with stations or sensors
- Complete field validation of collected data in accordance with accelerated timelines required by data management, Environment Canada or other stakeholders
- Liaise with data management staff to improve efficiency of data validation protocols and with contract laboratories to ensure the accuracy of data files for scientific and public use

Project and Program Planning
- Lead and/or participate in regular regional and short-term project planning, including the development of work plans, scheduling and delivery, resource allocation (material and man-power estimates), supply and services costs and budgets
- Work with Scientists to ensure the scientific needs of the project are achieved
- Serve as Lead Hand on projects directly assigned (may include logistical program planning, person power estimates, liaising with stakeholders, purchasing required resources, staff scheduling, training staff, coordinating personnel in field operations, and ensuring safety measures are achieved)
- Liaise with contracted laboratories to design quote and package numbers for the analysis of samples, receipt and management of appropriate data, and payment of invoices
- Ensure time is entered in appropriate application to enable tracking of resources spent on projects and can be used for future budgeting purposes

Specialized Instrumentation and Vehicle Management
- Install and ensure accurate and advanced programming of new equipment for the establishment of required water monitoring stations
- Research, evaluate, recommend, and procure new instrumentation and equipment from varied suppliers to meet provincial and/ or regional operational needs
- Calibrate, troubleshoot, repair, and perform routine maintenance on specialized field instrumentation and laboratory equipment, including remote and near real-time methods, to ensure validity and accuracy of data collection
- Decontaminate and clean all instrumentation and equipment in accordance with SOPs, to ensure validity and accuracy of data collection
- Ensure quality assurance and control checks are performed and documented on instrumentation using known calibration standards for verification
- Maintain specialized vehicles and equipment (including but not limited to ice augers, chainsaws, ATVs, 4X4 vehicles, vehicles towing trailers, specialized trailers, snowmobiles, various boats, etc.)
- Train other staff on the use and maintenance of specialized vehicles and equipment as needed
- Research and stay abreast of the technological community of practice for new instrumentation or technologies in the specific monitoring discipline, through reading, vendor seminars, and/or conference attendance
- Track specific equipment and asset location for purposes of informing GoA liability and equipment upgrading/ evergreening (EIMS)

Maintaining Monitoring Networks
- Provide input into location and establishment of new stations and networks, including assessment of additional equipment and required infrastructure; incumbents could be asked to design builds, interpret engineering construction drawings, excavate, and construct stations, sometimes in remote areas
- Undertake maintenance work and installs on new and existing monitoring network sites. This may include establishing a site, the construction of some or all infrastructure, transmission of the data, processing, and ensuring accuracy to the end users
- Complete site and facility-level Hazard Assessments, Field Risk Level Assessments, and complete safety inspections

- Undertake inspection, maintenance, upgrades, and preserve integrity of stations and related equipment
- Install and maintain equipment for volunteer readings by public or others, maintaining contact with observers to ensure readings are collected and forwarded
- Establish and maintain communication channels with landowners and other jurisdictions where possible (e.g., Parks Canada, or Alberta Parks); identify and participate in the creation of Land Use Agreements and/or Memoranda of Understandings (MOUs) to address communication gaps, and to govern access and operation of stations

Environmental Emergency Response

- Participate in rapid response to environmental emergencies (e.g., storms, high water, drought, freshet events, unexpected discharges, oil and chemical spills, flooding, invasive species etc.) on Alberta's water networks in alignment with Incident Command System principals and methods to ensure public safety
- Carry out short- and long-term emergency response schedules, while finding efficiencies and opportunities to integrate emergency response with routine monitoring
- Ensure monitoring network equipment remains functional and calibrated for emergency needs
- Install and operate portable or temporary monitoring stations or other monitoring equipment if required
- Be available on a scheduled or unscheduled basis to rapidly respond to emergency events relating to public and environmental safety
- Ensure data is reported immediately and provide quantitative and qualitative guidance and support to River Forecast Center, Water Supply, Compliance and Approvals, Incident Command teams and other pertinent clients/stakeholders based on the data collection for emergency and critical event monitoring

Technical Expertise and Advice

- Establish and maintain a network of key contacts and foster relationships with individuals, partners, Indigenous groups, and clients/organizations (both internal and external)
- Liaise with a large range of organizations and stakeholders across a range of water monitoring topics
- Provide guidance, direction, and technical expertise to consultants and other agencies regarding water monitoring work in the province of Alberta, including water quantity, quality, and quality assurance / quality control
- Participate in community of practice to ensure competencies are maintained in data skills and protocols
- Provide training, supervise, and mentor staff on SOPs and Safe Work Procedures (SWPs) in the laboratory, office, warehouse, and on all dynamics of field activities
- Provide learning opportunities for other NGO's members where required
- Review safety documentation and train others in safety inspections as needed
- Mentor junior personnel and oversee temporary/short-term staff as needed
- Provide input into the standards and techniques (e.g., standard operating procedures, protocols, procedures, and manuals)

Office and Monitoring Program Planning and Development

- Undertake purchasing processes for both operational and capital items in fulfillment of Work-Plans, and work with stakeholders to anticipate purchasing needs for the upcoming fiscal year
- Plan and organize transportation contracts to access remote areas (e.g. helicopters)
- Participate in establishing monitoring sites and produce Memoranda of Understandings/Dispositions for the sites, registering them through the appropriate licensing agency
- Participate and provide feedback in the development of new data storage and documentation methods and/or database development
- Maintain knowledge of current scientific standards and technologies to revise SOPs related to monitoring activities (e.g., collection of samples and data using a variety of techniques deployment of specialized equipment)
- Review existing SOPs and SWPs, and update or write new ones in response to evolving types of work or new equipment

Problem Solving

Typical problems solved:

- Solving equipment related problems in an efficient and effective manner to avoid lost data and costly return field trips to remote locations; this may be complicated by adverse or extreme conditions.

- Creation and revision of complex SOPs to account for a changing work environment with emergent issues, new methodologies, and shifting priorities.
- Finding creative, safe, and efficient ways to access monitoring sites sometimes situated in remote areas, such as using snowmobiles, ATVs, and helicopters instead of traditional vehicles.
- Thinking critically about safety of oneself and coworkers while conducting a wide variety of activities in all weather conditions. Incumbents must evaluate risks while considering a multitude of potential hazards including wildlife, adverse weather, high water, avalanche risk, use of multiple pieces of equipment, and travelling in specialized vehicles.
- Assurance of data accuracy by computation, analysis, and interpretation of complex water data for evaluating and reporting to clients and stakeholders. The ambient data collected is used for operational planning, water supply forecasting, and emergency response and has value for long-term trends in quantity and quality needed by industrial users of water bodies and aquifers, approvals and licensing, impact assessments, and cumulative effects management.
- Responding to environmental emergencies within a timely manner, over extended periods in remote areas and in adverse conditions, utilizing standard monitoring equipment and adapting to fluid situations to address new problems amid emerging issues and changing environments and priorities.
- Leading projects of some complexity (i.e., multiple labs, partner relationships, logistics, and instrumentation). Program planning and scheduling requires complex problem solving to serve the needs of many different simultaneous monitoring programs drawing from the same pools of resources.
- Addressing needs of varied groups and stakeholders, sometimes with competing interests, and within budget, manpower, and time constraints.
- Finding new, innovative ways to solve old problems such as using advancements in computers, equipment, machines, and other technology to collect data in ways that were previously impossible, dangerous, time consuming etc. (e.g., designing a cell phone warmer system so as staff could continue using their phones for data collection, safety calls, etc., on the coldest days).

Types of guidance available for problem solving:

Guidance for problem solving is available from direction from supervisors, management, standards and protocols, SOPs and SWPs, equipment technical support as well as from existing legislation and business plans. Professional knowledge, experience, and precedent also inform problem solving. Attention to detail, critical thinking, and communication skills are all routinely applied to deal with the complexities of the position. Solutions may require the creation or reorganization of information, or clarification of existing requirements. The position will also draw on information obtained from liaising with other offices, technologists, departments, and other stakeholders.

The position routinely works in remote areas without the presence of supervisors or management, and often in regions where communication with others is unavailable. Technologists are required to problem solve individually without ability to communicate with others in emergency events like floods and chemical spills.

Direct or indirect impacts of decisions:

Externally, the work of this position impacts:

- provision of high quality, complete, and accurate data for environmental assessments and analysis from external agencies including other provincial government departments, federal government departments, municipalities, industry, agencies, NGOs, and universities.
- provision of high-quality, complete, and accurate data for long-term datasets and ambient monitoring.
- availability of information for water supply and water management decisions, impacts to the River Forecast Centre and Infrastructure Operations Branch who operate Alberta's water management infrastructure such as dams and canals for use by irrigators, municipalities, industry and public.
- availability of accurate, timely, and high-quality environmental data and information for critical decision making in emergencies such as floods, droughts, and spill response supporting the protection of life, property, watersheds, natural resources, and infrastructure.
- maintenance of stakeholder relationships that contribute to an integrated and robust water monitoring network across the region and the province.

Internally, the work of this position impacts:

- capacity and ability of regional teams to meet goals of regional and provincial Water Monitoring Plans through effective communication, collaboration, and resource management within the position's principal discipline.
- facilitating communication between the position, supervisors, management, and other divisions to provide current and accurate progress reports, elucidate current or anticipated roadblocks, and seek clarity on emergent issues.
- maintaining a workplace in adherence with all SOPs and safety protocols; this ensures the safety of oneself and teammates while undertaking work at varying hazard and risk levels, often in remote locations.
- interviewing, hiring, training, mentoring, and overseeing the daily work of temporary/short term personnel at equivalent or lower technology levels as a Lead Hand.
- training and mentoring new staff.

Key Relationships

Major stakeholders and purpose of interactions:

Internal

- Supervisor and Section management team - Provide status updates and reports; participate and provide advice and technical expertise to inform monitoring program development and planning and reporting; develop responses to queries and briefings; provide inputs to office priority planning and scheduling; provide inputs to capital asset management and procurement.
- Fellow Staff - Collaborate and support water monitoring program implementation in the region; guide and train junior staff and/or staff in other disciplines; provide advice and expertise in principal discipline to enhance overall capacity of the office and region.
- Watershed Sciences (AEP) -Execute long and short-term sampling programs. Share information regarding sampling, planning, and parameters to collect data relevant to further scientific understanding. Work together to draft scientifically sound and practical SOPs for sampling. Lend/calibrate equipment and vehicles. Collaborate for research projects and data collection.
- Resource Management (AEP) - Provide expertise to develop and plan logistically viable field programs in response to emerging and dynamic environmental issues.
- Data Management (AEP) - Work with data management to enhance data storage, complete QA/QC.
- Air Monitoring and Airshed Sciences (AEP) - Assist with PAC Deposition Monitoring Project.
- GoA Finance - Manage invoicing and data reception from labs; ensure billing is correct to the sample suite received.
- Alberta Agriculture and Irrigation - Interagency operation of weather stations used for crop insurance. Provide flow measurement data during times of drought and floods. Building of new stations to support dam operations.
- Alberta Forestry and Parks - Provide data for Fire Weather and Avalanche Forecasting and data collected in parks. Develop MOUs for the continued operation of Met stations in Provincial Parks. Maintain access to sites within provincial and national parks.
- Ministry of Justice/ Legal Service - Work with the legal team to draft land use agreements to foster better understanding with landowners and ensure long term datasets are maintained for trend analysis.
- Environmental Emergency Response Team (ASERT) (AEP) - Coordinate and provide emergency monitoring response as needed.
- River Forecast Centre - Provide accurate field data and observations for flood and water forecasting and confirm real time data in emergency scenarios; they often direct the response to sites for flood monitoring.
- Environmental Approvals and Compliance - Provide data, flow measurements and sampling for emergency events (e.g., sewage release, monitor for oil spill contamination). Assist with investigations, knowledge of area, access points, contacts.
- Water Allocation and Quantity (AEP) - Provide GOWN expertise that assists in development of policy related to groundwater in Alberta. Also provide data in response to mandates (e.g., water shortage/drought in southern Alberta).
- Infrastructure Operations Branch (Agriculture) - Ongoing monitoring of surface levels and flows for operations of dams and water-related infrastructure.

External

- Agriculture and Agri-food Canada - Conduct sampling for the Pesticides in Snow study
- City staff in Calgary and Edmonton - Communicate when issues arise, or data needs to be compared. Coordinate sampling. Liaise to maintain access to wells and provide access to necessary data. Respond to data needs and

equipment maintenance checks.

- Municipalities/Towns - Provide accurate lake level data to water and wastewater treatment plant operators for their operations.
- United States Natural Resource Conservation Service and Department of Agriculture - Provide data and information, they also use our Meteorological stations for water supply forecasting.
- Universities and Polytechnic and Applied Sciences Institutes - Provide expertise to execute data collection programs to further scientific understanding. Liaise with professors, students, and lab staff to ensure samples are collected, stored, and submitted following best practices. Support projects and research. Serve as guest speaker at classes, training at field schools.
- Alberta Lake Management Society - Provided resources (e.g., a boat and a driver) to support their own sampling activities.
- Parks Canada - Provide weather data for avalanche and fire operations, as well as installation of new sensors to enhance their own networks. Work together to manage and install stations inside park boundaries and share relevant data. Provide advice and information about the data and discuss future program needs.
- BC Hydro - Provide data, and information on station design, construction and equipment testing to inform flow forecasting and management decisions made by the Columbia River Treaty Hydrometeorological Committee, a key user of hydrometric data on Peace River for dams upstream of Alberta. Work with RFC on Peace ice management/monitoring plan.
- Sagewood Communications Solutions Ltd./GOA - Provide expertise in groundwater, hydrogeologic expertise and data management practices to enhance identification of wells for reclamation.
- Laboratory Partnerships (e.g., Innotech, Bureau Veritas, University of Alberta, ALS, Provincial Laboratory of Public Health) - Consult with laboratory teams to order sample sets, ensure samples are processed appropriately, and address concerns with results, invoicing, and procedural changes.
- Innotech Alberta Researchers - Collection and delivery of extra samples.
- Landowners/Public - Liaise with landowners and the public to meet their needs and maintain long term access to wells installed on private property. Provide insights on groundwater in Alberta, unique well characteristics, and the importance of the GOWN network and other available resources.
- Water Survey Canada - Collaborate on data collection and provide yearly computations of water quantity.
- Environmental Supply Companies (Oak/Rice/YSI) - Stay up to date on current technologies and products to maintain optimal sampling and data collection procedures.
- TransAlta - Maintain partnership to collect meteorological data.
- Citizen Science Individuals - Maintain relationships with lake property owners that collect lake level data to add to our databases.
- EPCOR - Provide scientific and technologist expertise for the WaterShed program; provide data and information on new station design, construction and equipment troubleshooting for long-term monitoring of river stations in both water quality and quantity.
- Watershed Groups (ex: Milk River Watershed, Peace River Watershed) - Coordinate sampling events and provide training and support.
- Community Based Monitoring/ Indigenous Groups - work together to implement specific programs (e.g., with Dene Tha in Chateh to sample Amber River and Hutch Lake in 2017, as part of the Indigenous Lakes Monitoring Program).

Required Education, Experience and Technical Competencies

Education Level	Focus/Major	2nd Major/Minor if applicable	Designation
Diploma (2 year)	Science		

If other, specify:

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

Experience

- 2-year technical diploma in a related field
- 6 years direct experience, or equivalent combination of education and experience

Technical Competencies, certification and/or training

- Safety Training/Requirements: AEPA Safe Operating Procedures Guide and Appendices, AEPA Water Monitoring Standard Operating Procedures, Workplace Hazardous Materials Information System (WHMIS), Hazards Assessment and Control Reports (HACRs), Field Level Risk Assessments (FLRAs), Defensive Driving and Collision Avoidance, First Aid/CPR, fulfillment of Working Alone legislation, Trailer Towing
- Training Required for Specific Activities: Transportation of Dangerous Goods (TDG), Small Vessel Operator Proficiency (SVOP), Marine Emergency Duties (MED-A3) AST1 Avalanche Safety, ATV and Snowmobile Safety Courses, Swiftwater Rescue Technician, Fall Arrest/ Tower Rescue Training, Ice Safety and Rescue Training, Outdoor/Winter Survival, Wilderness First Aid, Wildlife Awareness, Aircraft Underwater Egress, Chainsaw operation/safety. Various GoA safety and security courses, and discipline specific training (i.e., acoustic Doppler Current Profiler accreditation, under-ice measurement training, construction and electrical for building network station, etc.).
- Driver's licence
- First Aid certification

- Advanced knowledge of water quality sampling techniques and a good understanding of the theory used to determine these techniques
- Advance knowledge and proficiency in the operation of all equipment required to measure, collect, and transmit water quantity and water quality data from rivers, lakes, wetlands, and groundwater aquifers
- Laboratory skills to assist in preparation of samples in accordance with accepted analytical standards to support water quality program, including calibration of water quality multiprobes and sample filtering, proper storage, and handling of samples, chemical, and reagents
- Competent use of GIS applications and/or spatial database management and the use of GPS equipment for elevation marking
- Competency to operate, maintain, troubleshoot, and repair vehicles, boats, snowmobiles, quads and side x sides, motorized kayaks, and trailers as well as power tools and other mechanical equipment safely and efficiently; this includes loading, unloading, and transporting machines safely and ensuring loads are secured properly and legally
- Advanced knowledge and applied skill to operate, maintain, calibrate, and program all required instrumentation, equipment, and laboratory standard methods (e.g., hand-held Acoustic Doppler sensors, mechanical meters, Rod/Level, high accuracy GNSS survey, multiparameter sondes, submersible pressure transducers, flow trackers, data loggers, lake buoys, bladder pumps, submersible pumps, peristaltic pumps, water-gas separators and other equipment or software)
- Knowledge/skill with a variety of hand and power tools
- Effective organizational and time management skills to manage numerous responsibilities and ability to quickly adapt to changing work plans
- Project management skills
- Program planning and development skills including a thorough understanding of each program's / project's scientific goals and desired outcomes to adjust program design if needed, based on local conditions, to provide unbiased, accurate data
- Leadership skills for serving as a Lead Hand in a specific discipline
- Strong communication skills for communication with team, supervisors, managers/directors, and stakeholders and for critical knowledge transfer during monitoring program implementation and emergency events
- Advanced knowledge and skills associated with water quality and quantity data collection methods, real-time meteorological data collection, hydrometric monitoring methods and discharge computation and publication, groundwater monitoring methods, and snow survey methodologies, as well as general knowledge about the instrumentation and programs used to gather and report this data
- Knowledge of different approaches for adult learning to train staff
- Personal computer skills including proficiency in Microsoft Word, Excel, Access, and Outlook as well as custom in-house software and databases such as the Environmental Management System (EMS) and KISTERS platforms

Behavioral Competencies

Competency	Level A B C D E	Level Definition	Examples of how this level best represents the job
Creative Problem Solving	○ ○ ◉ ○ ○	Engages the community and resources at hand to address issues: • Engages perspective to seek root causes • Finds ways to improve complex systems • Employs resources from other areas to solve problems • Engages others and encourages debate and idea generation to solve problems while addressing risks	Engages the community and resources at hand to address issues. Finds ways to improve complex systems. Employs resources from other areas to solve problems. Engages others and encourages debate and idea generation to solve problems while addressing risks. Identifies alternative solutions to balance asks and distribute resources to different stakeholders. Understands full spectrum of available resources when troubleshooting. Needs to share knowledge and experience to improve communication and collaboration among varied partners and clients. Position is involved in committees, working groups, and teams that must share knowledge and expertise openly and encourage diverse perspectives for shared problem solving for continually changing work and environments.
Agility	○ ◉ ○ ○ ○	Works in a changing environment and takes initiative to change: • 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	Competing priorities change daily; position can take initiative and adapt to changes without losing composure. Takes opportunities to improve work processes. Anticipates and adjusts behaviour to change. Works creatively within guidelines. Remains optimistic, calm, and composed in stressful situations. Works collaboratively and respectfully in a team environment to achieve goals and seeks advice and support to change appropriately. Workload can be intense; must be able to prioritize and communicate effectively.

Build Collaborative Environments	○ ◉ ○ ○ ○	Facilitates open communication and leverages team skill: • Leverages skills and knowledge of others • Genuinely values and learns from others • Facilitates open and respectful conflict resolution • Recognizes and appreciates others	Collaborates respectfully and professionally with team members and manager to achieve project objectives. Respects and values what others bring to the table in terms of opinions, experience, and ideas. Able to accept and learn techniques from others. Maintain a professional manner during extreme situations including emergency support activities. Facilitates open and respectful conflict resolutions and conversations.
Drive for Results	○ ◉ ○ ○ ○	Works to exceed goals and partner with others to achieve objectives: • Plans based on past experience • Holds self and others responsible for results • Partners with groups to achieve outcomes • Aims to exceed expectations	Sets goals and continuously evaluates progress to exceed expectations. Partners with others to achieve objectives. Holds self and others responsible for results. Offers expertise in resolving all emergent issues in project implementation. Plans and executes field work understanding the location specific challenges and requirements.

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