

New

Ministry Environment and Parks

Describe: Basic Job Details
Position

Position Number	Working Title (30 characters) Rangeland Programs Specialist	
Requested Class Agrologist Level 2		
Job Focus Operations/Program	Supervisory Level 00 - No Supervision	
Business Unit	Dept ID	Program Code

Employee

Employee Name (or Vacant) Vacant

Organizational Structure

Division, Branch/Unit Lands, Delivery & Coordination South/ Rangelands	<input checked="" type="checkbox"/> Current organizational chart attached?	
Supervisor's Position Number	Supervisor's Working Title (30 characters) Range Program & Issues Lead	Supervisor's Current Class Agrologist Level 3

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

Why the job exists: An advanced professional position that provides technical expertize and program specialization for recreational access on grazing leases, feral horse science and management, support to provincial grazing reserves, terrestrial invasive species and strong role in ensuring provincial consistency for the implementation of regulatory assurance. Supports integrated Lands Delivery staff, Rangeland Programs and Issues Lead, and stakeholders in the application of: 1) Recreational Access Regulation, supporting policy, provincial consistency, and support to Rangeland Agrologists and Local Settlement Officers; and 2) Feral Horse science and management, 3) Terrestrial invasive species, and Provincial Grazing Reserve oversight.

Responsibilities

Job outcomes (4-6 core results), and for each outcome, 4-6 corresponding activities (sample policy research job): 1. Support the oversight and delivery of the provincial Weed Control Program including the consolidation of the Crown Land weed control programs 2. Support the coordinated management of invasive species on Crown Land with Alberta Agriculture, Municipal Districts and stakeholders including disposition holders and ENGOs through collaboration and partnership 3. Provide technical and operational expertize to ensure provincial consistency for recreational access on

grazing leases in support of the work units work plan.

- responsible for Rec Access Internet mapping tool
- review and approve leaseholder rec access conditions
- ensure provincial consistency with rec access on Provincial Grazing Reserves
- align rec access with Regulatory Assurance and DRAS

4. Provide technical knowledge and expertise to support the work units management of feral horses.

- provincial lead on feral horse legislation and policy.
- work with stakeholders to develop knowledge that supports appropriate management strategies.
- implement Feral Horse management strategies.

5. Support Lands Delivery staff on feral horse resource management issues.

- provide ecological assessments.
- lead the yearly feral horse count for the province.
- prepare yearly population estimates and projections.
- provide expertise related to feral horse management related to resource integration.

6. Support engagement with stakeholders to gain an understanding of the challenges and concerns accessing Crown land.

- network with Alberta Fish and Game and other recreational organizations.
- provide knowledge and training to hunting and recreational groups regarding recreational access on grazing leases.
- engage with grazing leaseholders to provide knowledge and training regarding rec access on grazing leases.
- develop an understanding of the challenges and concerns agriculture dispositions are faced with.

7. Provide operational oversight and expertise related to recreational access on grazing leases.

- through effective communication and oversight ensure provincially consistent legislation and policy based responses to recreational access issues and conflicts.
- provide technical knowledge and support work units provincial oversight to ensure provincial consistency to Local Settlement Officer.

8. Support to Lands Delivery staff to ensure provincial consistency with contract issuance. And the prioritization of limited financial resources.

9. Support the coordination and budget oversight of the Provincial Grazing Reserves Program including the coordination and management of provincial budgets and the operationalization of legislation and policy.

10. Support PGR program clarity and ensure provincial consistency

11. Support the development of clear operational guidelines with the goal of ensuring Department resources are suitably allocated such that an efficient and cost effective PGR program is delivered

12. Work to ensure that the PGR program aligns with AEP's Regulatory Assurance Model and that Red Tape for PGR patrons and program delivery staff is minimized.

13. Support Programs with regards to new or developing rangeland issues through responding to action requests and other requests for information.

Problem Solving

Typical problems solved:

Working with staff, grazing leaseholders and public to resolve recreational access issues and conflicts on grazing leases.

Resolving sensitive matters regarding feral horse management.

Conflicts over land use due to a wide variety of potential users and stakeholders.

Types of guidance available for problem solving:
 Engage field staff and supervisor to gather insight.
 Legislative and policy information to understand issues.
 Creative solutions required to balance complex challenges.

Direct or indirect impacts of decisions:
 Direct ability to influence internal outcomes.
 Indirect impact on external outcomes based on stakeholder relationships.

Key Relationships

Major stakeholders and purpose of interactions:
 Feral horse stakeholders - aware of concerns and build positive relationship to solve issues.
 ENGOs - collaborate on range stewardship programs that support AEP goals.
 Grazing leaseholders - understanding recreational access regulation and access conditions.

Required Education, Experience and Technical Competencies

Education Level Bachelor's Degree (4 year)	Focus/Major Science	2nd Major/Minor if applicable	Designation Other
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If other, specify:
 Professional Agrologist

Job-specific experience, technical competencies, certification and/or training:
 Strong organizational and communication Skills

Knowledge of program relevant legislation including:

- Public Lands Act
- Public Lands Administration Regulation
- Wilderness Areas, Ecological Reserves, Natural Areas and Heritage Rangelands Act
- Provincial Parks Act
- Forest Reserves Act
- Forest and Prairie Protection Act
- Municipal Government Act
- Line Fence Act
- Stray Animals Act
- Weed Control Act

Bring together and collaborate with diverse groups of stakeholders to achieve common goals

Apply scientific and technical knowledge to rangeland programs and issues delivery

Effectively assess shifting program needs and match with work unit capabilities and priorities.

Effective relationship building abilities and strong communication skills

Abilities to improve stewardship through persuasion, influence and the transfer of technical information to support program delivery.

Demonstrate effective solutions to complex resource management issues at regional and provincial scales.

Able to develop original, innovative and creative solutions to address emerging rangeland issues,

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="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<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 	the incumbent will be expected to support the resolution of complex issues created by stakeholder expectations but limited by legislative and policy parameters and a requirement to deliver sustainable resource management with respect to recreational access on grazing leases and feral horse management frameworks.
Drive for Results	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<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 consistent with APS direction 	The incumbent will be well organized and expected to deliver results on high profile files including feral horses and recreational access on agricultural dispositions under a low supervision environment.
Develop Networks	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Leverages relationships to build input and perspective:</p> <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 incumbent will develop networks with industry stakeholders and ENGO's with the goal of actively engaging with individuals and organizations to facilitate workable solutions to complex issues.
Build Collaborative Environments	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Collaborates across functional areas and proactively addresses conflict:</p>	The incumbent will be expected to promote a collaborative environment amongst groups with

		<ul style="list-style-type: none"> • Encourages broad thinking on projects, and works to eliminate barriers to progress • Facilitates communication and collaboration • Anticipates and reduces conflict at the outset • Credits others and gets talent recognized • Promotes collaboration and commitment 	differing priorities in order to promote collaborative communication to find common middle ground on complex issues.
Systems Thinking	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<p>Takes a long-term view towards organization's objectives and how to achieve them:</p> <ul style="list-style-type: none"> • Takes holistic long-term view of challenges and opportunities • Anticipates outcomes and potential impacts, seeks stakeholder perspectives • Works towards actions and plans aligned with APS values • Works with others to identify areas for collaboration 	the incumbent will have the ability to find linkages and system flow in order to derive workable solutions.

Benchmarks

List 1-2 potential comparable Government of Alberta [Benchmarks](#):
 522AG11 - Rangeland Agrologist

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
_____	_____	_____
Manager/Director Name	Date (yyyy-mm-dd)	Manager/Director Signature
_____	_____	_____
ADM Name	Date (yyyy-mm-dd)	ADM Signature