



IDENTIFICATION

Department	Position Title	
Environment and Climate Change	Water Resource Officer	
Position Number	Community	Division/Region
23-14321	Norman Wells	Sahtu Region

PURPOSE OF THE POSITION

The Water Resource Officer (WRO) is responsible for the provision of inspection and enforcement at the regional level to ensure the Department of Environment and Climate Change (ECC)'s mandated water resource management objectives are met. The WRO provides expert technical advisory services to the Department, other government departments, non-government organizations, clients, and all other stakeholders in the Northwest Territories (NWT) to ensure education of and compliance with legislation pertaining to water resource management, protection, and conservation.

SCOPE

Located within Norman Wells and reporting directly to the Regional Superintendent, the WAER Resource Officer supports the Regional Superintendent by ensuring compliance with various Acts pertaining to water resource management and environmental protection by way of education, prevention, and enforcement. The WRO conducts environmental inspections and investigations for water licenses and spills, and supports regional input into environmental assessments, permits and licensing pertaining to water and land use and disposal of wastes associated with resource use and development.

The Water Resource Officer works closely with the resource harvesting community, industry, and municipalities to successfully implement ECC goals and objectives, despite opposing views on water resource and environmental management. The resource harvesting community includes individuals, Indigenous organizations, and community-based resource groups.

The WRO interprets legislation for clients, industry representatives, other government departments and non-government organizations. The incumbent acts as a Waters advisor to internal staff, industry, government, consultants, non-government organizations, and the public to ensure best water management practices in the region.



The WRO works closely with Resource Management Officers to effectively deliver ECC's mandated water resource responsibilities in the region. This includes coordinated joint inspections for linked water licenses and land use permits.

In conjunction with ECC technical and professional staff, the WRO provides input to ensure a multi-disciplinary review and analysis of resource development proposals, water license applications and associated plans and reports, land use permit applications, land leases and spill remediation plans.

The duties are carried out in accordance with ECC policy and procedures as well as under the parameters of Territorial and Federal legislation including but not limited to the *Waters Act*, *Environmental Protection Act*, *Mackenzie Valley Resource Management Act*, and *Northwest Territories Lands Act*.

RESPONSIBILITIES

1. Investigates acts of non-compliance under the *Waters Act and Regulations*, *Mackenzie Valley Resource Management Act and Regulations*, and *Northwest Territories Lands Act and Regulations*; gathers evidence for preparation of court briefs; and gives evidence in a court of law or at public hearings.

- Represents the Crown as a witness in a court of law and public hearings and represents the Department as an Inspector under the *Waters Act and Northwest Territories Lands Act*.
- The incumbent is responsible for the custody and protection of highly sensitive evidence (documents, photos, environmental samples, and video/audio tape) gathered during investigations for the Crown for use in prosecutions.
- Conducts legal sampling which includes preparing a chain-of-custody for soil, water and effluent samples gathered during investigations. The incumbent will from time to time also conduct general project monitoring and collection of baseline data.
- Responds to emergencies and spills relating to water resources within the Districts.
- Application of regulatory processes and legislation as related to protection of water resources, environment, wildlife, forests, habitat, and lands.

2. Schedules, conducts, and documents on-site inspections of industrial, municipal and other undertakings associated with water use and waste disposal pursuant to the *Waters Act and Regulations*.

- Organizes and maintains comprehensive databases pertaining to the scheduling and tracking of inspections, investigations, and surveys pursuant to the Directorate's Risk Assessment Program; the compilation of data generated by a client's environmental monitoring plans and programs and the recording and monitoring of environmental spills.



- Purchases goods and services with government credit cards and purchase orders to conduct daily tasks and authorized travel. Utilizes travel cards to allow for authorized travel in accordance with the appropriate directives and regulations (Treasury Board and Departmental).
 - Prepares and presents comprehensive compliance reports for licensed undertakings on an annual basis, and in the case of a license renewal, over the license term.
 - Provides advice and coaching to Resource Management Officers, Renewable Resource Officers, and Forest Officers to conduct water related inspections within the districts.
 - May be assigned by the Regional Superintendent to other duties within the mandate of the department, where qualified, dependent upon operational requirements, including fire management, forestry, wildlife, compliance, and emergency response.
- 3. Reviews, analyzes, and evaluates technical environmental plans, reports, and proposals.**
- Review of various management plans associated with water licenses including but not limited to resource development proposals, water license applications, spill contingency plans, closure and reclamation plans, and waste management plans relevant to terms and conditions of a water license.
- 4. Interprets and enforces the Waters Act and Regulations, Northwest Territories Lands Act and Regulations, departmental policies and procedures, and agreements or memoranda of understanding; provides expertise and advice in relation to the aforementioned in various forums and settings.**
- Serves as a technical advisor to Water Boards in the NWT (the Inuvialuit Water Board, Mackenzie Valley Land and Water Board, Wek'eezhii Land and Water Board, Gwich'in Land and Water Board and Sahtu Land and Water Board).
 - Provides technical support to program coordinators, other government departments, non-government organizations, industry, and public; and provides advice to representatives from other internal and external government departments in the creation and review of federal and territorial protocols, procedures and/or guidelines.
 - Provides professional expertise and advice to Boards, Indigenous organizations and other government departments on environmental issues, and technical input to policy development.
 - Develops and provides responses to questions on water management policies and practices to clients and public while participating in public forums facilitating community and other organization participation in what can be emotionally charged and adversarial settings.

WORKING CONDITIONS



Physical Demands

The work requires sitting for lengthy periods of time, while focusing on written materials or video display terminal.

Travelling over challenging terrain i.e.: tundra, mountains, rivers, lakes, and streams for long periods of time by air, truck, ATV, boat, snowmobile, and by foot, while carrying heavy field sampling equipment, coolers of samples, and survival gear- often in extreme weather conditions - requires considerable physical effort. Travelling to and from inspection sites may take several hours and may occur on a daily or weekly basis.

Launching and unloading of snowmobiles/ATVs and boats requires physical strength.

Moving drums of fuel in and around fuel caches established for air travel in remote areas requires considerable physical effort.

Wearing protective equipment such as parka, rubber/winter boots, gloves, mitts, rain gear, bug shirts, floating suits, life jackets, hard hat, and goggles while conducting inspections, Investigations and sampling requires physical stamina and restricts fine motor skills, therefore requiring additional effort to function properly.

Environmental Conditions

The work is performed in an area where one is regularly exposed to adverse climatic conditions ranging from extremely hot and dry conditions to very wet or extremely cold conditions. The work involves frequent travel while inspecting reclamation projects and viewing development sites requiring sitting on small aircraft for periods of up to several hours.

Sensory Demands

Sensory attention is high during field work. The requirement for attention is extreme when responding to spills of hazardous substances and chemicals and other potentially dangerous situations; focus of sight and hearing is required during enforcement activities and development of submissions.

Mental Demands

Acting as the interface between scientific and legal processes, and the politicized expectations of the public, exposes the incumbent to stresses which are continuous, and at times significant. The incumbent is expected to meet demands which may be unrealistic based on existing technology, financial resources, or existing legislation, without the tools necessary to shape those expectations.

KNOWLEDGE, SKILLS, AND ABILITIES



- Knowledge of theory and practices of resource management and environmental protection to ensure the responsible use of water and land resources in the Northwest Territories.
- Knowledge of inspection, investigation (taking statements, reading cautions, interviewing, note taking, collection of evidence, legal sampling), auditing, and negotiating methods, skills, and practices to provide effective administration of water licenses and land use permits and to conduct effective and efficient inspections and Investigations.
- Knowledge of mining and milling and industrial processes and practices to conduct effective and efficient inspections of mining undertakings for the Department.
- Knowledge of environmental health and safety, basic engineering practices, and familiarity with seismic, geotechnical, oil and gas drilling and production to conduct effective and efficient inspection of oil and gas undertaking for the Department.
- Knowledge of geotechnical and dam safety engineering theory and processes to conduct effective and efficient inspections of hydroelectric undertakings and mine tailings dams inspections for the Department.
- Knowledge of the theories, principles, and practices of environmental science, including chemistry, biology, limnology, statistics, and hydrology to assess and provide a wide range of advice and interpretation to clients, the public, and the department for environmental conservation. The depth of knowledge required varies by file and case.
- Knowledge of environmental sampling (water, soil), analysis, and interpretation of results, to ensure effective field sampling and valid sample results when conducting inspections, investigations, and surveys.
- Knowledge of the theory related to aquatic and terrestrial ecosystems in both sub- arctic and arctic environments for effective technological applications.
- Knowledge of the design and implementation of effective monitoring programs to determine possible environmental impacts.
- Theoretical knowledge of chemistry, biology, biochemistry, and environmental sciences to identify parameters for effective monitoring of arctic ecosystems.
- Knowledge of the use, calibration, set up, and maintenance of laboratory and field sampling equipment, and specialized computer software to conduct effective field work and produce detailed reports of the findings of such work.
- Knowledge of wilderness survival theory and practices, including map reading and orientation, GPS operation, first aid, aircraft safety, firearm use and safety, and basic mechanical repairs to ensure the safety of self and colleagues when working in isolated areas.
- Technical reading skills to interpret technical drawings, specifications, project descriptions, legislation, guidelines, standards, and analytical reports for application to licensed and permitted undertakings to assess a proposed undertaking or modifications to an existing undertaking.
- Knowledge of problem solving and negotiation techniques to assist in client project



design and management.

- Knowledge of report writing, critical report review, and analysis of reports prepared by others.
- Skills related to field sampling for compliance monitoring (including legal sampling), spill management, remediation, and investigation.
- Technical report writing skills required to communicate effectively with clients, stakeholders, complete inspection reports, letters, prepare documents for courts and brief senior management.
- Knowledge of the following Territorial and Federal legislation in order to interpret and if applicable by appointment enforce their provisions as well as inspect operations and enforce compliance with regulatory requirements - including but not limited to the: *Waters Act and Regulations, Northwest Territories Lands Act and Regulations, Environmental Protection Act, Mackenzie Valley Resource Management Act and Regulations, Territorial Quarry Regulations, Wildlife Act, Forest Management Act, Forest Protection Act, Impact Assessment Act and Regulations, Canadian Environmental Protection Act and Regulations, Transportation of Dangerous Goods Act, and the Fisheries Act.*
- Ability to commit to actively upholding and consistently practicing personal diversity, inclusion, and cultural awareness, as well as safety and sensitivity approaches in the workplace.

Typically, the above qualifications would be attained by:

Completion of a Bachelor of Science Degree in environmental science, environmental engineering, or related degree and a minimum of three (3) years of directly related experience in renewable resource development, or water resource management sector with related watershed management, regulatory, compliance and administration experience.

Equivalent combinations of education and experience will be considered.

ADDITIONAL REQUIREMENTS

Other requirements:

- A bona fide requirement of the job is passing the annual work simulation fitness standards.
- This is a law enforcement position with a requirement to wear a uniform while on duty, including personal protective equipment (duty belt, ballistic vest) as directed by policy.
- Must hold and maintain a valid Firearms License (PAL) and legal ability to possess and use firearms.
- Must hold and maintain a valid Class 5 driver's license.
- Experience living and working on the land in isolated conditions and traveling in all seasons and conditions is an asset.



Position Security (check one)

- ☐ No criminal records check required
- ☒ Position of Trust – criminal records check required
- ☐ Highly sensitive position – requires verification of identity and a criminal records check

French language (check one if applicable)

- ☐ French required (must identify required level below)

Level required for this Designated Position is:

ORAL EXPRESSION AND COMPREHENSION

Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐

READING COMPREHENSION:

Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐

WRITING SKILLS:

Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐

- ☐ French preferred

Indigenous language: Select language

- ☐ Required
- ☐ Preferred