



IDENTIFICATION

Department	Position Title	
Environment and Climate Change	Biologist, Environmental Assessment	
Position Number	Community	Division/Region
23-15460	Yellowknife	North Slave Region

PURPOSE OF THE POSITION

The Biologist, Environmental Assessment (Biologist) provides specialist advice, conducts scientific assessments, and interprets research and monitoring information to evaluate and manage potential impacts of new and proposed development on wildlife and wildlife habitat. The position leads or supports effects monitoring programs, identifies mitigation measures, and advises on how impacts to wildlife and habitat can be avoided, reduced, or managed throughout project planning, construction, and operation. The Biologist works collaboratively with Departmental staff, other Government of Northwest Territories (GNWT) departments, environmental agencies, regulatory agencies, wildlife co-management boards, consultants and community representatives to ensure wildlife considerations are fully incorporated into environmental assessment processes and project authorizations.

SCOPE

Located in the North Slave Regional Office in Yellowknife, and reporting to the Manager, Wildlife Research and Monitoring (Manager) for administrative, financial and operational purposes, the Biologist, may also receive functional direction from the Director, Wildlife Management (Director) with respect to overall program guidance.

Using available scientific, local and traditional knowledge, the Biologist is often required to work independently and without direct supervision. The position works closely with biologists, wildlife technicians, counterparts in other GNWT and federal departments, wildlife co-management boards and communities to assess and address impacts of proposed development on wildlife and wildlife habitat, including preparation and implementation of Wildlife Management and Monitoring Plans (WMMPs) and programs as required under the *Wildlife Act*.



The Biologist collaborates with other divisions and departments responsible for impact assessment and cumulative effects assessment. The position contributes to the development of adaptive management strategies and the application of best management practices to mitigate the effects of anthropogenic activities through environmental assessment and review process.

Expert advice provided by the Biologist informs decisions and recommendations by senior management, renewable resource co-management boards, and regulatory and monitoring agencies on how to monitor, manage and mitigate development effects on wildlife and habitat. The quality of this advice directly influences the success of infrastructure and development projects that rely on WMMPs and best management practices. This advice supports regulatory decisions on whether development activities may proceed and under what conditions, and contributes to effective long-term wildlife and habitat management in the Northwest Territories.

The Biologist ensures the GNWT provides clear and consistent messaging regarding impacts of infrastructure and development on wildlife and habitat in the North Slave Region.

These activities directly support implementation of the GNWT's Sustainable Development Policy and its goals of environmental stewardship, long-term sustainability, responsible land and resource management across the NWT.

The incumbent supervises casual staff and administers contracts and contribution agreements.

RESPONSIBILITIES

1. Provides expert advice to GNWT to minimize impacts of land use activities on wildlife abundance and diversity, and wildlife habitat.

- Participates in environmental assessment and review process (i.e., Review assessments, attend technical and public hearings, participate in working groups related to cumulative effects assessments, etc.) as required.
- Consults with co-management and community organizations about their concerns with respect to impacts of potential developments on wildlife and wildlife habitat and provides advice to developers on potential mitigations and monitoring needed.
- Reviews scientific literature and maintains professional level of expertise and contacts to keep informed of developments in the field of specialization.
- Reviews local and traditional knowledge that relates to impact of proposed infrastructure projects and other developments.
- Works with departmental staff to ensure a consistent message is communicated to industry and regulators by the GNWT regarding potential effects on wildlife and habitat from proposed infrastructure projects and other proposed developments in the region.
- Leads or assists in implementation activities identified in WMMPs.
- Participates in briefings for project staff on WMMP and mitigation commitments related to wildlife and wildlife habitat.



- Works with developers to ensure appropriate wildlife monitoring and reporting is conducted.
- 2. Assesses effects of proposed infrastructure projects and other developments on wildlife and wildlife habitat and provides expert advice for adaptive management and future environmental assessments including cumulative effects.**
- Assists in the development and implementation of WMMPs for proposed infrastructure projects, which includes leading and conducting field work required to establish baselines, and assess the impacts of development on wildlife and wildlife habitat, collecting and analyzing data and reporting on results of programs to the Superintendent and other interested parties.
 - Assists in the implementation of WMMPs to assess, monitor and mitigate the impacts of development activities on wildlife and wildlife habitat.
 - Reviews scientific literature and maintains professional level of expertise and contacts to keep informed of developments in the field of specialization.
 - Reviews local and traditional knowledge that relates to impacts of proposed infrastructure projects and other developments.
 - Attends local, territorial, national and international conferences and meetings as required, including interdepartmental working group meetings, to present research and monitoring results.
 - Writes and publishes progress reports, briefing materials, file and manuscript reports, and peer-reviewed journal publications.
 - Prepares public information on results and makes presentations on GNWT lead WMMPs.
- 3. Develops tools to manage impacts of anthropogenic activities.**
- Provides advice on standard terms and conditions for land use permits and applications and/or closure plans to reduce cumulative impacts of anthropogenic and natural activities on wildlife or wildlife habitat.
 - Develops best management practices to minimize impacts of human disturbance on wildlife or wildlife habitat.
 - Participates in the development and review of land use plans (e.g., provides technical input, attend workshops, etc.).
 - Provides advice to cumulative effects biologists and co-management partners for threshold development.
- 4. In partnership with departmental staff, other agencies, research centres, universities, industry, and communities, ensures that approaches to monitoring, management and mitigation of potential impacts of development have a sound scientific basis and is technically compatible and comparable across the NWT.**
- With partners, develops, and if GNWT-led implements, large scale and standardized research and monitoring programs to assess and mitigate impacts of human disturbance on wildlife and wildlife habitat.



- Makes recommendations to partners on the evaluation and management of cumulative effects using landscape simulation models, land use planning tools, mitigation techniques for industry like best management practices.
 - Provides expert advice on how to assess and minimize the potential effects of natural and anthropogenic activities on wildlife and wildlife habitat to other divisions, departments, agencies, monitoring agencies, land and water boards and wildlife co-management boards.
 - Reviews and provides technical input on local and regional board reports and proposals related to cumulative effects to make sure information is sound.
- 5. Provides expert advice on how to assess and minimize the potential effects of natural and anthropogenic activities on wildlife and wildlife habitat to other divisions, departments, agencies, monitoring agencies, land and water boards and wildlife co-management boards.**
- Reviews and provides technical input on local and regional board reports and proposals related to cumulative effects to make sure information is sound.
 - Advises recovery teams for species at risk where major threats relate to cumulative effects (including climate change) or where habitat necessary for the persistence of the species must be maintained.
 - Evaluates and interprets results of cumulative effects studies by industry and other agencies and determines the applicability of information, techniques, and practices of such studies to related programs.
 - Liaises with land and water boards, renewable resources boards, government agencies, environmental consultants, project proponents and industry representatives on projects and issues related to cumulative effects.
 - Represents the Division in intra or intergovernmental meetings, committees, and working groups.
- 6. Administers program activities to provide support to the Manager and Director to ensure financial accountability.**
- Develops programs and reviews program deliverables and work plans with the Manager, Wildlife Research and Monitoring.
 - Manages program budget and expenditures associated with projects and studies associated with this position, including preparing and documenting annual estimates and forecasts for program requirements (e.g., contractors and staff).
 - Manages annual expenditures in amounts ranging up to \$300,000.
 - Develops and administers contracts and contribution agreements in support of program.
 - Seeks funding partners where appropriate.
 - Supervises employees including casuals.



WORKING CONDITIONS

Physical Demands

No unusual demands.

Environmental Conditions

No unusual demands.

Sensory Demands

No unusual demands.

Mental Demands

No unusual demands.

KNOWLEDGE, SKILLS AND ABILITIES

- Knowledge of environmental assessment, and mitigation techniques used to minimize impacts of anthropogenic activities on wildlife and wildlife habitat.
- Knowledge of concepts of wildlife population dynamics and wildlife habitat management, including study design and quantitative techniques.
- Writing and editorial skills and excellent command of the English language.
- Analytical and research skills.
- Proficiency with Microsoft Office, GIS, spreadsheet, and databases programs.
- Organizational skills and attention to detail.
- Oral communication skills and a proven ability to express ideas.
- Experience working with multi-stakeholder groups, industry, universities, other agencies, Aboriginal groups, and other resource users.
- Experience supervising and motivating staff.
- Field experience in a northern environment.
- Valid firearm license and ability to safely handle firearms (annual qualifications).
- Ability to work independently and without close supervision in a cooperative environment both within the department and external to the department.
- Ability to design monitoring programs with standardized protocols.
- Ability to estimate program costs and administer budget.
- Ability to exhibit sound judgment.
- 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:

A graduate degree (MSc) in one of the natural science disciplines such as Biology, Wildlife Management, Environmental Studies, Environmental Sciences or Resource Management, supplemented with a minimum of two (2) years of directly related experience in resource management.



Equivalent combinations of education and experience will be considered.

ADDITIONAL REQUIREMENTS

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