



IDENTIFICATION

Department	Position Title	
Environment and Climate Change	Biologist, Environmental Assessment	
Position Number	Community	Division/Region
23-15461	Fort Simpson	Wildlife and Forest Management/ Dehcho

PURPOSE OF THE POSITION

The Biologist, Environmental Assessment (Biologist) advises on, develops, conducts and interprets research and monitoring information to ensure impacts on wildlife and wildlife habitat related to proposed highway projects. This position provides expert advice on effects monitoring related to wildlife and wildlife habitat and how these impacts can be mitigated and managed. The position works in collaboration with other Departmental staff, staff from other the Government of Northwest Territories (GNWT) departments, environmental agencies, regulatory agencies, wildlife co-management boards, consultants and communities.

SCOPE

Located in the Dehcho Regional Office in Fort Simpson, and reporting to the Manager, Wildlife Research and Monitoring (Manager) for administrative, financial and operational purposes, the Biologist, Environmental Assessment takes direction from the Director, Wildlife Management (Director) with respect to overall program guidance.

Using available scientific, local and traditional knowledge, the Biologist is required to work independently and without direct supervision. The position works closely with the Wildlife Biologist, Environmental Assessment/Habitat, departmental staff, federal and GNWT departments, wildlife co-management boards and communities to understand and address the impacts of proposed development on the wildlife and wildlife habitat including preparation and implementation of Wildlife Management and Monitoring Plans and programs as required under *the Wildlife Act*.

The Biologist works with other divisions and departments with responsibility for impact assessment and cumulative effects assessment. The position will be involved in adaptive management strategies to enhance mitigation of anthropogenic activities through the environmental assessment and review process and the use of best management practices.

Expert advice provided by the incumbent will be used by senior management, renewable

resource co-management boards and regulatory and monitoring agencies to make decisions and/or recommendations on how to monitor, manage and mitigate effects on wildlife and wildlife habitat. The quality and quantity of these recommendations provided by the incumbent will dictate the success of projects of proposed infrastructure project and future development projects using tools like Wildlife Management and Monitoring Plans (WMMP) and best management practices. Advice will be used by regulatory agencies in determining whether a development activity will be permitted to proceed and under what terms and conditions. The incumbent's success will have an impact on the effective management of wildlife in the NWT and is needed to prevent long-term damage to wildlife habitat.

The Biologist ensures a consistent message is communicated to regulators by the GNWT regarding potential effects on wildlife and habitat from proposed infrastructure projects and other proposed developments in the region.

These activities contribute to the implementation of the GNWT's Sustainable Development Policy, which recognizes that "environmental conservation is essential for long-term economic prosperity". They will help meet the GNWT's goals of an environment that will sustain present and future generations and ensuring responsible stewardship through the NWT land and resource management regime.

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

RESPONSIBILITIES

1. Provides expert advice to GNWT to minimize impacts of land use activities on wildlife abundance and diversity and their 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 the proposed infrastructure 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 assess the impacts of development on wildlife and wildlife habitat, collecting and analyzing data and reporting on results of programs to the Manager and other interested parties.
 - Assists in the implementation of WMMPs associated with proposed infrastructure projects, to assess, monitor and mitigate the impacts of highway construction 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 Corridor 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 proposed infrastructure project 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 program and review program deliverables and work plan with the Wildlife Biologist, Environmental Assessment/Habitat.
 - 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

- Proven experience working with multi-stakeholder groups, industry, universities, other agencies, Aboriginal groups, and other resource users.
- Ability to work independently and without close supervision in a cooperative environment both within the department and external to the department.
- Proven analytical and research skills.
- Field experience in a northern environment.
- Valid firearm license and ability to safely handle firearms (annual qualifications).
- 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, field and quantitative techniques.
- Proven ability to design monitoring programs with standardized protocols. Strong writing and editorial skills and excellent command of the English language.
- Proficiency with Microsoft Office, GIS, spreadsheet, and databases programs.
- Strong organizational skills and attention to detail.
- Strong oral communication skills and a proven ability to express ideas.
- Ability to exhibit sound judgment.
- Proven experience supervising and motivating staff.
- Proven ability to estimate program costs and administer budget.
- 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 - Biology, Wildlife Management, Environmental Studies, Environmental Sciences or Resource Management, supplemented with two 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