



IDENTIFICATION

Department	Position Title	
Environment and Climate Change	Silviculture Forester	
Position Number	Community	Division/Region
23-16818	Hay River Reserve	Forest Management

PURPOSE OF THE POSITION

Under the mandate of Canada's 2 Billion Trees (2BT) program, a federal initiative to reduce greenhouse gas emissions and contribute to carbon sequestration, the Silviculture Forester (Forester) is responsible to design, implement, and report on operational tree planting and habitat restoration projects to fulfill territorial commitments to 2BT in Northwest Territories (NWT).

SCOPE

Located on the Hay River Reserve, adjacent to the town of Hay River, and reporting to the 2 Billion Trees Coordinator, the Silviculture Forester is responsible to assure the design, delivery, and operational effectiveness of NWT projects within 2BT. The responsibilities of the Silviculture Forester are broad including silviculture project planning and management; financial management and accountability; and auditing, supervising, and participating in field projects.

The Forest Management Division (FMD; Division) of the Department of Environment and Climate Change (ECC; Department) provides the policy, planning, and regulatory framework for the stewardship, protection, and sustainable management of forest resources on 80 million hectares of forest lands in the Northwest Territories.

The Forest Resources Section (Section) is responsible for sustainable forest management, which is ensured through managing forest authorizations; the collection of information on the state of forest resources; forest management planning; monitoring of forest health and changes to forest landscapes; regulation of forest planning and practices; and compliance and reporting.



The Forester will work closely with external agencies, Indigenous governments and organizations, and contractors to facilitate and assure the adherence to approved plans and will effectively support the territorial strategy to develop, implement, and leverage 2BT successes that contribute to social, cultural, environmental, and economic benefits in NWT.

Project and program coordination requires reaching out and working with many parties including federal and territorial government, Indigenous Government Organizations, Non-government Organizations, community governments, other resource managers, and the public.

RESPONSIBILITIES

1. Coordinate project activities that support the Program Development Plan for 2BT in Northwest Territories.

- Provide input, as requested by the 2BT Coordinator, on the Program Development Plan.
- Support the 2BT Coordinator by preparing annual workplans, budgets, and expenditure reports.
- Advise on criteria and components for contracts and contribution agreements with external organizations, valued up to and greater than \$500,000.
- Assure field performance completion to the terms and conditions negotiated within contracts and contribution agreements with external organizations, with budgets up to and greater than \$500,000.
- Provide the 2BT Coordinator with correctly compiled and timely submitted data to support program reporting.
- Actively engage with external stakeholders and organizations such as Indigenous Governments, co-management boards, and community organizations to support and promote NWT residents to gain more opportunities to directly participate in the delivery of 2BT program goods and services.

2. Plan and implement 2BT projects for Forest Management Division.

- In accordance with the 2BT Coordinator and the Program Development Plan, develop silviculture operating plans to fulfill 2BT commitments.
- Identify and account for regulatory requirements for projects, such that approved plans will assure their adherence.
- Develop new and amend existing work systems to guide work quality and deliver high quality outcomes.
- Develop silviculture prescriptions that properly account for and remedy a site's forest establishment-performance deficiencies to ensure success of tree planting activities.
- Ensure Silviculture Operating Plans are properly designed and capable of rigorous critical review, can be ratified by FMD and NWT stakeholders, and are operationally fit for implementation.



- Plan and book approved candidate sites into a project plan.
- Identify, schedule, delegate, and support project assignments for candidate site assessments, resourcing, hazard identification and control, site preparation, mapping, planting, and monitoring.
- Provide technical input and considerations for candidate project sites.
- Expand the existing seed bank for NWT forest tree and shrub seed.
- Design the annual seedling orders over the life of the program. Work directly with growers to ensure seedling delivery.
- Identify, collect, validate, compile, and report upon required data attributes linked to the attainment of goals and objectives.
- Attest to invoice authorization and accuracy for goods and services rendered.
- Assure service provider health, safety, and environmental commitments accord with NWT standards and that they are understood and upheld for an assignment's duration.
- Provide silviculture insight to and support of community wildfire protection program needs.
- Collaborate with and support the fulfillment of FMD support commitments offered to other Divisions of ECC undertaking 2BT program-sanctioned activities.
- Work with service teams to assure accommodations, fuel, site access, and general support needs are correctly identified, permitted, and adequately resourced.
- Update program data management systems for seed, plants, and project sites.
- Report project and financial results to support program standards and deadlines.

3. Lead and/or participate in field-based activities including:

- Audit project assignments to the contract standards.
- Provide critical feedback, coaching, and performance recognition to service providers.
- Audit project sites, general field work, camps, and staging areas, for contract compliance.
- Coordinate and lead field tours with 2BT partners and stakeholders.
- Provide technical expertise for the remedy of reforestation questions posed by other GNWT interests.

WORKING CONDITIONS

Position conducts fieldwork 12-16 weeks per year, and is required to travel to attend community meetings with the 2BT Coordinator, approximately 8 times per year.

Physical Demands

Fieldwork often occurs in remote forest settings and involves physical activities including long drives, flying in a helicopter or a small aircraft, and hiking through unbroken terrain, use of boats, and ATVs, heavy lifting.



Environmental Conditions

Fieldwork and camping in remote locations can cause exposure to extreme climatic/weather conditions, heat (sunburn, skin cancer, heat stroke), wind, rain, and snow (hypothermia), wildlife and biting insects.

Sensory Demands

Work in the field requires greater than usual concentration and sensory attention for safety.

Mental Demands

Travel and work away from home may cause disruption to lifestyle and separation from family. Fieldwork is time sensitive and can only happen during specific seasonal windows.

KNOWLEDGE, SKILLS, AND ABILITIES

- Knowledge of current silvicultural practices in Canada.
- Knowledge and understanding of boreal forest ecology, tree physiology, and silvicultural systems.
- Knowledge of forest legislation, environmental regulations, and best management practices in Canada.
- Knowledge of forest management planning, including the preparation of ecological site assessments, silviculture prescriptions, and forest management plans.
- Knowledge of and experience with tree planting projects including planning, seedling management, camp management, and planting.
- Knowledge and familiarity with project management methodologies, tools, and best practices.
- Communication and interpersonal skills to work with Indigenous governments and organizations, communities, other resource managers, and contractors.
- Problem-solving skills to develop and implement complex logistics, forest regeneration plans, silviculture treatments, and multi-year strategies.
- Ability to develop and implement project plans, timelines, and budgets.
- Ability to travel, do field work, and conduct field inspections.
- 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 degree in Forestry or a diploma in Forest Technology recognized by Forest Professional Regulators of Canada, and/ or a member in good standing of any of Canada's regulating bodies for Professional Foresters or Biologists, plus a minimum of three (3) years of silviculture experience.

Equivalent combinations of education and experience will be considered.

ADDITIONAL REQUIREMENTS

A Class 5 Driver's Licence is required.

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