



## IDENTIFICATION

Department	Position Title	
Environment and Climate Change	Biologist, Environmental Assessment	
Position Number	Community	Division/Region
23-17158	Yellowknife	Wildlife/HQ

## PURPOSE OF THE POSITION

The Biologist, Environmental Assessment will advise, develop, conduct and interpret baseline studies on wildlife and wildlife habitat related to the proposed Lockhart All-season Road (LASR) corridor project. This position provides expert advice on effects monitoring related to wildlife and wildlife habitat and how these impacts can be mitigated and managed.

The incumbent works in collaboration with other Departmental staff, staff from other GNWT departments, environmental agencies, regulatory agencies, wildlife co-management boards, consultants and communities.

## SCOPE

This position is located within the Department of Environment and Climate Change (ECC) Yellowknife Office, and reports to the Manager, Habitat and Environmental Assessment. The position liaises very closely with the Strategic Infrastructure Division in the Department of Infrastructure with respect to overall program guidance.

Using available scientific, local and traditional knowledge, the incumbent will be required to work independently and without direct supervision. The position will work closely with staff within the Wildlife Division, ECC and the Manager, Slave Geological Province Corridor at the Department of Infrastructure. The position will also work closely with other departmental staff, federal and GNWT departments, wildlife co-management boards and communities to develop and conduct baseline research to understand the impacts of the LASR on wildlife and wildlife habitat. This would include contributing information to the preparation of the Developers Assessment Report, the Wildlife Management and Monitoring Plans (WMMPs) and programs as required under the *Wildlife Act*.



The incumbent works with other divisions and departments with responsibility for impact assessment and cumulative effects assessment. The incumbent 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 impact assessment agencies to make decisions and/or recommendations on how to monitor, manage and mitigate effects on wildlife and wildlife habitat. Expert advice will include that related to the use of tools like WMMPs and best management practices to manage and mitigate impacts to wildlife of the LASR project. The quality of these recommendations will affect the outcomes of environmental assessment and regulatory processes.

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 will supervise casual staff and administer contracts and contribution agreements. They will also be responsible for preparing work plans, project timelines, budgets, permits and providing updates to other Departmental staff, staff from other GNWT departments, environmental agencies, regulatory agencies, wildlife co-management boards, consultants and communities as required.

## **RESPONSIBILITIES**

### **1. Undertake baseline wildlife studies to predict and evaluate impacts to wildlife and wildlife habitat of the proposed LASR in support of the development of the WMMP and the DAR.**

- Working with Wildlife division (ECC), Strategic Infrastructure Division (INF), and research partners, develop and implement large-scale and standardized research studies to assess and mitigate impacts of the proposed LASR on wildlife and wildlife habitat in the project area.
- In collaboration with other Wildlife Division staff, and research partners, lead and conduct field work, collate and analyze data, and write up progress and final reports summarizing results.



- Report on results of wildlife studies to the Manager, Habitat and Environmental Assessment and Strategic Infrastructure Division, INF, other departments, environmental agencies, regulatory agencies, wildlife co-management boards, consultants and communities.

**2. Provide expert advice to GNWT to minimize impacts of the proposed LASR on wildlife abundance and diversity and their habitat ensuring approaches to monitoring, management and mitigation have a sound scientific basis and are technically compatible and comparable across the NWT.**

- Review results of Departmental wildlife studies and scientific literature and maintain professional level of expertise and contacts to keep up to date in the field of specialization.
- Review local and traditional knowledge that relates to impacts of proposed infrastructure projects and other developments.
- Using best available information, develop best management practices and mitigation approaches suitable for application in the NWT to minimize impacts of infrastructure development on wildlife or wildlife habitat.

**3. Assess effects of the proposed LASR on wildlife and wildlife habitat and provide expert advice for adaptive management and mitigation, including the consideration of climate change and cumulative effects in preparation for environmental assessments**

- Interpret and apply the results of the LASR wildlife studies in combination with scientific literature, Indigenous and Community/Local Knowledge to predict and assess potential impacts of LASR development.
- Evaluate and interpret results of studies by industry and other agencies and determine the applicability of information, techniques and practices of such studies.
- Make recommendations to GNWT departments on the evaluation of cumulative effects and the use of landscape simulation models, land use planning tools and mitigation techniques in predicting and managing impacts to wildlife and wildlife habitat.
- Contribute expert information towards development of environmental assessment and mitigation tools such as the Developer's Assessment Report and WMMPs.

**4. Provide consistent expert advice and public information on how to minimize the potential effects of the LASR corridor project on wildlife and wildlife habitat to other divisions, departments, agencies, land and water boards and wildlife co-management boards.**

- Contribute to representing the Division in intra or intergovernmental meetings, committee and working groups.
- Write and publish progress reports, briefing materials, and Manuscript reports according to a timeline and schedule.



- Work with departmental staff to ensure consistent messaging is used by the GNWT regarding potential effects on wildlife and habitat from the proposed LASR project and other proposed developments in the region.
- Attend local and territorial conferences and meetings as required, including LASR Working Group meetings, to present research results.
- Prepare public information on results and make presentations, as needed.

## **5. Administer program activities to ensure financial accountability.**

- Develop requests for proposals, evaluate bids, and monitor work in progress with the Manager, Habitat and Environmental Assessment.
- Establish work plans, priorities, milestones, budgets, and schedules and is accountable for their completion.
- Manage 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).
- Develop and administer contracts and contribution agreements in support of program.
- Review, monitor and maintain monthly expenditures forms and variance reports.
- Manage annual expenditures in amounts up to \$500,000.
- Supervise employees including casuals as required.

## **WORKING CONDITIONS**

### **Physical Demands**

No unusual demands when in an office environment. Leading programs in the field involves demands such as hiking and driving long stretches, loading and unloading snowmobiles on airplanes, boating in outboard boats and canoes, loading ATVs on trucks, and loading and unloading fuel drums and gear into aircraft. Field work when required may be demanding including winter and summer extremes in remote environments (annually, up to 20-30 days).

### **Environmental Conditions**

Working outside can lead to exposure to extreme temperatures, infection from zoonotic diseases (eg. Hantavirus, rabies), and the danger of physical injury from wildlife.

### **Sensory Demands**

Use of potentially dangerous field equipment. Bad decisions can endanger the health and safety of the incumbent, colleagues, and support staff (2-3 times annually, 7-14 days).



## **Mental Demands**

Position is regularly required to travel for long periods for field sessions and occasionally community meetings in or outside the NWT, which can disrupt family life. Field sessions include living in isolated camps with lack of privacy and limited or no access to medical facilities.

Particularly for field programs there may be irregular or long work hours, or work on weekends or holidays when needed (10-12 times annually, 2-6 days).

Public presentations and complex data analysis can cause mental stress.

## **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.
- Knowledge of the project management process, in particular, project planning, scheduling, and the supervision of professional consultants and contractors.
- Demonstrated organizational and time management skills, including the ability to plan, coordinate, prioritize activities, and meet deadlines.
- Ability to manage several projects concurrently.
- Ability to develop work plans, budgets, timelines, and annual reports.
- Knowledge of GNWT procurement and finance processes.
- Proven analytical and research skills.
- Proven ability to design monitoring programs with standardized protocols.
- 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.
- 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