



IDENTIFICATION

Department	Position Title	
Environment and Climate Change	Planning Forester	
Position Number	Community	Division/Region
23-0773	Hay River Reserve	Forest Management

PURPOSE OF THE POSITION

The Planning Forester (Forester) is responsible for leading the development of plans and strategies that promote the sustainable management of forest resources throughout the Northwest Territories. The position leads sustainable forest management planning and strategies which are created with involvement of various internal and external partners and stakeholders to ensure that the integrity of the forest ecosystem is maintained, and that forestry and forest land use activities are compatible and coordinated with the multitude of land uses and values within the forest landscape.

SCOPE

Located on the Hay River Reserve and reporting to the Manager, Forest Resources (Manager), the Planning Forester is responsible for leading development of plans and strategies to promote and ensure forest ecosystem integrity and sustainable forest management practices, in accordance with applicable legislation and policies.

The Forest Management Division (FMD) provides the policy, planning, and regulatory framework for the stewardship, protection, and sustainable management of forest resources on 75 million hectares of forested land in the Northwest Territories (NWT). The Forest Management Program, through its Sustainable Forest Management activities led by the Forest Resources section is responsible for sustainable forest management, which is ensured through 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 practices and planning; and compliance and reporting.

The incumbent leads the development of forest management plans and strategies through integration of information and knowledge from multiple sources including community and



Indigenous government partners, forest industry, other resource managers, other relevant planning documents and technical forestry data. Planning initiatives cover a wide range of subjects including timber supply, forest biomass, forest carbon, non-timber forest products and other indicators of forest health. Forest management planning requires extensive engagement with Indigenous Government Organizations (IGOs), renewable resources boards (RRBs), other Government of the Northwest Territories (GNWT) Departments and resource managers, communities, forest industry and the public.

The Planning Forester provides expertise and advice on cross-Departmental land management planning initiatives such as land use planning, wildlife and species-at-risk planning, cumulative effects management and climate change adaptation.

The Forester provides expertise and advice on sustainable forest management and forest management planning to senior Divisional and Departmental staff, other GNWT Departments, regional stakeholders, Indigenous Government Organizations (IGOs) and Renewable Resources Boards (RRBs) and forest industry.

The Forester supervises staff that are responsible for the creation and maintenance of forestry data and information related to forest inventory, growth and yield, forest carbon, forest operations and silviculture. Reporting staff are also responsible for forest industry development initiatives. Reporting staffers regularly have other staff members reporting to them on either on a seasonal or permanent basis.

RESPONSIBILITIES

1. Leads forest management planning for Department of Environment and Climate Change (ECC) at various scales with partners and stakeholders.

- Provides scientific and/or technical expertise and advice to Senior Management, Directors, and Managers and to various forestry stakeholders inside and outside of government in support of sustainable forest management planning and strategies.
- Leads or assists in the development of strategic plans, management groups, and policy documents that guide administrative and operational decisions regarding forest management planning and sustainable forest management.
- Builds and manages processes for the development, update, and review of forest management plans with the public and partners.
 - Builds partnerships and engages with IGOs, RRBs, communities, resource managers, forest industry, and citizens to develop and implement forest management plans.
 - Leads and facilitates collaborative decision making and problem solving to meet the needs of multiple parties with different management values and priorities by



providing technical information, scenarios, projections and options for consideration and discussion.

- Collaborates with Regional staff to participate in regional and community-based meetings to present materials and gather input for forest management plans.
- Ensures wildlife habitat, biodiversity and ecosystem integrity is maintained in a context of climate change, cumulative landscape impacts and other land uses through integration with other land and resource management plans.
- Continually integrates current and new information on forest dynamics, climate change impacts, wildfire management, forest and fire ecology and forest health.

2. Supports Forest Management Agreement holders, community forest interests and forest industry.

- Provides documentation and recommendations to Senior Management to set annual sustainable harvest levels that determine the level of timber harvesting allowed in the Northwest Territories.
- Liaises with Departmental and other government regulators on issues and requirements related to forest harvesting such as wildlife habitat, species-at-risk, land use and archaeology.
- Creates strategic and tactical (long and medium-term) plans specific to forest harvest planning.
- Provides technical information, guidance and support to Forest Management agreement holders, forest industry and communities that are interested or involved in timber harvesting.

3. Directs the creation and management of information and knowledge in support of sustainable forest management, forest management planning and policy development. This is partially done through supervision of other professional staff with responsibilities for programs listed below.

- Leads development of growth and yield information, timber supply analyses and forest sustainability assessments.
- Identifies forest growth and yield information needs and develops strategies to improve knowledge on forest dynamics.
- Supervises development of forest vegetation and forest carbon inventories using airborne and satellite based remote sensing and field data.
- Provides information and technical expertise in support of community-based forest management initiatives and forest industry initiatives.
- Collaborates with external organizations, research institutes and academia to support projects and research on NWT forest ecology and dynamics.

4. Manage budget and personnel related to forest planning section.

- Manages an O&M budget of \$300,000 annually.



- Creates and manages long term budget plan as required for multi-year planning purposes.
- Provides functional supervision to reporting staff members. This includes approving timesheets and leave.
- Performance planning with reporting staff in collaboration with Manager, Forest Resources. This includes developing work plans, performing evaluations, and identifying safety and professional development training for staff.
- Create and manage service contracts and contribution agreements in support of objectives.
- Ensures business files are maintained and electronic correspondences are filed.

5. Leads and/or participates in other Divisional and Departmental planning initiatives such as Land use planning.

- Participates in strategic departmental planning to ensure the mandate and role of the division is reflected and supported by the broader strategic planning actions.
- Provides expertise and advice in cross-Departmental land management planning initiatives such as climate change mitigation planning, land use planning, wildlife and species-at-risk planning.
- Provides input and advice on forest legislation and policy.
- Represents the Division on Departmental, territorial, and national committees and working groups.
- Works with other government, university, and research institute scientists to provide and promote science-based forest management decisions.

WORKING CONDITIONS

Physical Demands

The incumbent must participate in field studies to remain up to date in field techniques or programs 2-3 times per year, which involve hiking in rough terrain, carrying equipment and may involve operating machinery such as ATVs or snowmobiles.

To attend meetings in other communities or for fieldwork, the incumbent may need to drive long hours.

Environmental Conditions

While participating in the field work, the incumbent may be exposed to inclement weather and biting insects, wet, cold, heat and wildlife.



Sensory Demands

Fieldwork requires concentration and alertness for safety including wildlife and mechanical issues and for remote navigation, and attention to detail in making observations and recording information.

May require use of headsets in aircraft and for video meetings.

Mental Demands

The position requires travel regularly, typically once a month, to Yellowknife, and six to eight times per year to other communities or southern centers. Travel may involve driving long distances or flying in small either fixed or rotary winged aircraft as well as time away from home and may cause disruption to family life.

The position leads and facilitates meetings with multiple stakeholders 6-8 times per year, and Stakeholders have differing viewpoints, which can be stressful in trying to facilitate decisions that meet the needs of all parties and ECC.

KNOWLEDGE, SKILLS, AND ABILITIES

- Knowledge of forest management planning and timber supply analysis processes.
- Knowledge of forestry practices and principles as well as forestry and wildlife legislation, policies, and guidelines.
- Knowledge of forest measurements and analysis, forest sustainability and mechanisms commonly used to inventory and map forest land.
- Understanding of boreal forest management and ecosystem dynamics.
- Knowledge regarding national, territorial and regional forestry issues and topics.
- Knowledge of Indigenous land claims and land management systems, and northern land use issues.
- Report writing skills.
- Ability to listen, observe, record and stay on track while leading and facilitating meetings with multiple internal/ external stakeholders with often differing or opposing views.
- Communication skills including meeting facilitation, preparation of presentations and materials and oral presentation.
- Organizational and management skills.
- Supervisory and documented interpersonal skills.
- Must be able to build consensus from multi-stakeholder teams that include diverse perspectives and sometimes opposing or competing interests.
- Ability to work in a cross-cultural environment.



- Ability to analyze and synthesize complex information from many sources and develop potential solutions to meet long term and holistic objectives for sustainable forest management.
- Ability to develop and maintain effective relationships with diverse partners.
- Ability to effectively supervise technical and professional forestry staff.
- 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 bachelor's degree in forest management or relevant field (i.e., Natural resources, environmental science, geography), with at least three (3) years of directly related experience in forest management planning or related activities such as timber supply analysis or forest landscape modelling, as well as one (1) year of supervisory experience.

Equivalent combinations will be considered on an individual basis.

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