



## IDENTIFICATION

Department	Position Title	
Environment and Climate Change	Industry Development Forester	
Position Number	Community	Division/Region
23-7823	Hay River Reserve	Forest Management

## PURPOSE OF THE POSITION

The Industry Development Forester (Forester) is responsible for guiding the Government of the Northwest Territories' (GNWT) actions to help remove barriers and successfully implement an overall forest management regime in partnership with First Nations and private businesses. The Forester supports a sustainable and economically viable forest industry of Northwest Territories (NWT) that can provide biomass, lumber, and lumber products to the NWT communities and resource development projects in order to expedite the development of industry and facilitate the development of a tenure system to transform the NWT forest industry into an economically self-sustaining, important, and permanent sector in the NWT economy.

## SCOPE

Located in Hay River Reserve and reporting directly to the Planning Forester, the Industry Development Forester works in a fully integrated and cooperative way with the Department of Environment and Climate Change's (ECC) regional managers and related staff in the Environment Division of ECC. There are also Federal government administrative and reporting functions required in addition to ECC needs.

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 Forester is a program manager responsible for upwards of \$1 million per fiscal year within the ECC financial management systems. Proper planning of fund allocations and budget management throughout the fiscal year is required.

The Industry Development Forester is responsible for implementing and managing the NWT Forest Industry and Biomass Initiative on a day-to-day basis. The initiative is a multi-million-dollar annual program designed to support development of an NWT forest industry, which supports a significant increase in the size and output of the NWT forest industry, contributing to:

- Creation of jobs and economic activity in Indigenous communities and opportunities for direct involvement by communities in the management and stewardship of NWT forest resources.
- Development of a stable, long-term and economically viable supply of timber to support the establishment of regional lumber and biomass production.
- Establishment of stable supply of NWT lumber and biomass products to NWT communities and resource development projects.
- Reduction of NWT dependence on imported fossil fuels and greenhouse gas emissions.

Forest biomass industry is a fledgling industry not just in the NWT but in many respects both nationally and internationally. That requires the Forester to be able to work with others to build new ideas and create new visions for the future.

## **RESPONSIBILITIES**

### **1. Implements the NWT Forest Industry and Biomass Initiative.**

- Supports improving and expanding the GNWT knowledge base, through diverse and strategic forest inventory development.
- Provides community support through community engagement, wood mar shalling yard development, Forest Management Agreement development, training and other community forest development goals.
- Supports development in business areas required to build forest industry, including planning and scheduling, harvesting, transport, resource tracking and training.
- Supports development of NWT biomass markets through community knowledge building and planning, and promoting biomass distribution and infrastructure at community and industrial levels.

### **2. Develops management standards for forest industry.**

- Working with technical experts ensures that the forest remains in a high-quality state as a flow of resources both now and into the long-term future forest sustainability.



- Supports communities by working with communities involved in these program areas to ensure they are provided the support necessary to make progress in creating community capacity and social capital within their communities.
- Develops management standards for forest industry development which has not been applied on a mid-to-large scale in the NWT for many years, utilizing knowledge, leadership and the creation and use of appropriate environmental standards.
- Develops standards for education and training on the forest industry which represents new business areas in the NWT and contributes to providing necessary training and skill development opportunities and access for Northern residents to ensure that work is carried out appropriately and with a northern work force.

**3. Manages administrative reporting and relationships with co-operators and partners.**

- Acts as a communicator and works to implement projects both inside and outside the department with partners, clients, and interested parties as the main audience.
- Manages multiple projects that include multiple funding sources.
- Establishes administrative processes to ensure that a quality control and audit requirements are transparent and easily assessed.
- Plans, allocates and budgets upwards of \$1 million per fiscal year within the ECC financial management systems.

**WORKING CONDITIONS**

**Physical Demands**

The position sits at a computer terminal for long periods of time, and occasional fieldwork may be strenuous.

**Environmental Conditions**

The position flies in small Reconnaissance aircraft and may be exposed to biting insects, wet, cold, heat, and wildlife during the fieldwork.

**Sensory Demands**

Intense concentration and alertness (combined senses of sight and hearing) is required during consultations that bring together disparate interest groups.

**Mental Demands**

The position travels and works away from home periodically. There is additional pressure on the incumbent from time to time due to shifting priorities and tight deadlines related to legislated time.



Negotiations and conflict resolution between parties can be extremely stressful in some instances.

### **KNOWLEDGE, SKILLS AND ABILITIES**

- Knowledge of the regulatory framework including the *Forest Management Act* and Regulations and development in forest policy, and how this applies to forest authorizations, the possible development of Forest Management Agreements, and operational forest planning.
- Knowledge of the structure, mandate, programs, priorities, and protocols of the ECC, Forest Management Division and Federal and Indigenous governments.
- Knowledge of strategic and operational planning processes, including establishing objectives, field reconnaissance, drafting plans, implementation, and monitoring and evaluation procedures.
- Knowledge of developing policies, strategies and processes related to management of forests and forest impacts.
- Knowledge of forest industry and operational planning, including tenure planning, harvest layout, estimating timber volumes and developing ecological prescriptions.
- Knowledge of consultations and building agreement among groups with differing needs and objectives, including First Nations and private businesses.
- Knowledge of a broad range of forest practices related to stewardship/resource values including silviculture, forest health, wildlife management, water, soils, resource features, hydrology, recreation, biodiversity, forest inventory, timber supply, forest sustainability, markets and values, collection, and application of technical forest information.
- Knowledge of forest resource use from a theoretical and operational perspective and current industrial forest impacts.
- Knowledge of project/contract administration, quality control and monitoring concepts and activities.
- Knowledge of land claims, interim measures agreements and First Nations consultation processes.
- Ability to develop policy, strategy and standards for managing forest activities and impacts.
- Ability to interpret and analyze legislative, technical, and subjective information to assess forest practices and provide advice and/or recommendations.
- Verbal and written communications skills, including presentation.
- Negotiation and conflict resolution skills to effectively work with unreceptive, agitated or hostile audiences and groups with disparate needs.
- Ability to work independently and exercise judgement and initiatives as appropriate.
- Interpersonal skills and the ability to work well in a team environment.
- The ability to independently set priorities amongst projects with changing deadlines, emerging issues and conflicting demands.



- 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 of Science degree in Forestry or Natural Resource Management and three (3) years of current and directly related experience within the last seven (7) years.

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