

## ***Forestry Supervisor - Development***

***Location: Prince George***

***Wage: \$30.00 - \$40.00 per hour (commensurate with experience)***

***Position: Full Time, Permanent***

***Apply: [www.geoterrairs.ca/careers](http://www.geoterrairs.ca/careers)***

### **JOB OVERVIEW**

The Forestry Supervisor is accountable for performing a wide variety of professional services including operational planning, cut block and forest road layout and development, planning and evaluating silviculture activities, and ensuring compliance with the plans and prescriptions. The range of duties assigned to a particular Forestry Supervisor will vary from time to time due to the geographic location, active projects and management requirements.

### **ACCOUNTABILITIES**

Key Relationships:

- Fosters and maintains working relationships with managers, clients, direct report staff, agencies, Indigenous Peoples and stakeholders/special interest groups, contractors and the general public including coordination and implementation of stakeholder processes and protocols as they apply to projects and tasks.

Personnel Supervision:

- This includes but is not limited to managing multiple reports in a multi-department environment with a focus on coaching and mentoring; ensuring all safety practices are upheld; enforcing Standard Operating Procedures (SOPs), including those regarding the safety and security of worksites and company assets, while ensuring service levels are met; and upholding employee performance and adherence to all internal policies and procedures in conjunction with management and Human Resources, as required.

## Pre-harvest Development and Harvest Conformance:

- Identifies resources such as riparian areas, fish and wildlife habitat, scenic areas and domestic water supplies that may be impacted by project development.
- Consults with subject matter experts and/or agencies where required on technical and professional assessments, and issues.
- Supports Indigenous Peoples consultation requirements in cooperation with other team members.
- Ensures required professional assessments (e.g. Archaeological Impact Assessments, Cultural Feature Inventories, Terrain Stability Assessments, Visual Impact Assessments, Riparian Assessments, Species at Risk and other Certification Required Assessments etc.) are completed for development proposals and develops mitigation strategies at a landscape and site level which are integrated into plans and prescriptions.
- Coordinates field checks and office reviews of cut blocks and roads to confirm block development information and data and ensure accuracy and legal compliance.
- Identifies and reviews silviculture options and ensures harvest plans, site plans and regeneration / stand management prescriptions are completed in accordance with operational, legislative, and professional requirements.
- Prepares and signs and seals site plans, including site plans that may require particular attention due to unusual and/or complex issues or constraints.
- May be required to sign-off on bridge plans and installation certifications for bridges on client projects.
- Prepares and / or reviews appraisals, cruising data and professional volume estimates and submits as required.
- Ensures operational plans are consistent with higher level planning, and appropriate and verifiable for the managed resource.
- Provides professional expertise in pre-work sessions with the Licensee, during harvest operations and at post-harvest as required.
- Provides all necessary information and data to company management as required.

## Oversees Site Regeneration and Silviculture Activities:

- Schedules site regeneration for post-harvest, reclamation, or remediation areas considering the specific geographic, timber type and ecosystem factors, and Company business and financial objectives.
- Prepares annual seed and seedling sowing requests.
- Monitors inventory of seed/seedling stocks, identifies potential shortages, and finds appropriate suppliers, or initiates cone collections, in consultation with Nursery and/or Seedling Services personnel.
- Oversees and/or performs site suitability, degradation, regeneration and free growing surveys and assessments.

- Amends Site Plans (SP) and applies for variances where required and submits applications within timeframes.
- Monitors and evaluates silvicultural activities and liabilities.
- Prescribes changes to silvicultural regimes to bring about compliance with Forest Stewardship Plans, project plans, and industry accepted standards and monitors implementation.
- Monitors legal silviculture obligations and declares milestones.

Oversees Forest Health activities:

- Reviews forest health technical reports and surveys and assesses potential impact on forest planning and development.
- Prescribes forest health management strategies and treatment regimens and oversees and monitors implementation.
- Ensures forest health issues are taken into account in all aspects of operational forest planning and prescriptions.

**Other:**

- Provides expertise in developing, , monitoring and updating database information for tenure management, appraisal submission, and silviculture declarations in various Company and government databases and reporting systems.
- Submits various plans and progress reports to Woodlands Supervisors and others to meet legislative obligations or internal performance, planning and reporting requirements.
- Maintains accurate records and data necessary for purposes of demonstrating due diligence and as required by the Environmental Management System, or other relevant certification schemes.
- Supports Woodlands Supervisor and others during audits or reviews that fall within the scope of this
- position's responsibility.
- Build Indigenous cultural awareness including completion of any required training.
- Adhere to data standards by understanding how to collect, enter and manage data to ensure it is accurate, complete and timely.
- Conduct work activities in accordance with sound health and safety practices set out by the Company safety program and applicable legislation and promote these practices with co-workers.
- Ensure all job-related documentation, legal or otherwise, is complete and recorded.

**JOB REQUIREMENTS**

- A Registered Professional Forester (RPF) or Registered Forest Technologist (RFT), or be eligible for registration as an RPF or RFT with the Forest

Professionals of BC (FPBC) and two years of experience in operational field forestry activities

Operational field forestry activities include the following:

- Timber harvesting monitoring/conformance
- Cut-block development
- Forest road engineering
- Silviculture
- Timber tenure development and administration
- Planning integrated resource management
- Must possess at minimum a valid Class 5 B.C. Driver's License that does not limit or restrict the ability to conduct the duties of the job.

## **PROVISIONS**

- Must be willing and able to withstand the rigors of fieldwork.
- Must be willing to work in adverse weather conditions.
- Must be willing and able to travel to meet job requirements.
- Must be willing and able to travel in fixed and or rotary winged aircraft and or watercraft.
- Must be able to maintain membership with the FPBC as a member in good standing.

## **KNOWLEDGE, SKILLS AND ABILITIES**

- Basic knowledge of the company structures, client business, and projects.
- Knowledge of related legislation and regulations and the ability to interpret and apply legislation, policy and procedures.
- Knowledge of cost and benefit analysis and financial management and control.
- Knowledge of contract and project administration.
- Knowledge of integrated resource management and planning processes.
- Knowledge of safety procedures and practices as they relate to forestry activities.
- Knowledge in one or more of the following forestry fields: planning, timber development, appraisals, or silviculture.
- Ability to plan, organize, administer and monitor multiple projects and contracts simultaneously.
- Ability to identify, analyze and develop innovative solutions for operational and technical problems
- Ability to develop, monitor and evaluate results of operational processes
- Ability to conduct and analyze data for technical reviews and inspections.
- Ability to assess situations quickly and take appropriate and safe action.
- Ability to observe, report and maintain accurate records

- Ability to communicate clearly and effectively both verbally, in writing (respond to public inquiries, drafting professional reports and briefing materials), and or as a public presentation.
- Ability to use computer applications (such as GIS software, spreadsheets, databases, electronic mail, and word processing) to enter and retrieve data and create and edit a variety of effective correspondence and reports.

## BEHAVIOURAL COMPETENCIES

- Building a Trust-based Relationship requires a fundamental understanding that “relationship” is the foundation from which all activities happen and that building a good relationship takes time and commitment. It is a willingness to build a personal relationship in addition to a professional one, participating in open exchanges of experiences and culture. It requires a genuine, non-controlling approach and relies upon demonstrated integrity and transparency. Building a trust-based relationship requires a high level of consciousness of the experience of Indigenous people with Crown relations. It assumes that strengths abound in Indigenous people, cultures and communities. (Show Potential)
- Cultural Agility is the ability to work respectfully, knowledgeably and effectively with Indigenous people. It is noticing and readily adapting to cultural uniqueness in order to create a sense of safety for all. It is openness to unfamiliar experiences, transforming feelings of nervousness or anxiety into curiosity and appreciation. It is examining one’s own culture and worldview and the culture of company, and to notice their commonalities and distinctions with Indigenous cultures and worldviews. It is recognition of the ways that personal and professional values may conflict or align with those of Indigenous people. It is the capacity to relate to or allow for differing cultural perspectives and being willing to experience a personal shift in perspective. (Show Potential)
- Information Seeking is driven by a desire to know more about things, people or issues. It implies going beyond the questions that are routine or required in the job. It may include "digging" or pressing for exact information; resolution of discrepancies by asking a series of questions; or less-focused environmental "scanning" for potential opportunities or miscellaneous information that may be of future use.
- Planning, Organizing and Coordinating involves proactively planning, establishing priorities and allocating resources. It is expressed by developing and implementing increasingly complex plans. It also involves monitoring and adjusting work to accomplish goals and deliver to the organization's mandate.
- Problem Solving/Judgment is the ability to analyze problems systematically, organize information, identify key factors, identify underlying causes and generate solutions.
- Results Orientation is a concern for surpassing a standard of excellence. The standard may be one’s own past performance (striving for improvement); an objective measure (achievement orientation); challenging goals that one has set;

or even improving or surpassing what has already been done (continuous improvement). Thus, a unique accomplishment also indicates a Results Orientation.

- Service Orientation implies a desire to identify and serve customers/clients, who may include the public, co-workers, other branches/divisions, other ministries/agencies, other government organizations, and non-government organizations. It means focusing one's efforts on discovering and meeting the needs of the customer/client.
- Teamwork and Co-operation is the ability to work co-operatively within diverse teams, work groups and across the organization to achieve group and organizational goals. It includes the desire and ability to understand and respond effectively to other people from diverse backgrounds with diverse views.

### Job Highlights

- Competitive Compensation: \$30.00 - \$40.00 per hour based on experience.
- Comprehensive Benefits: 100% Employer paid Extended health and dental benefits & health and wellness for you and your family.
- Invest in your future with a Company matched RRSP.
- Professional Growth: Support for training, certifications, and payment of professional dues.
- Diverse Work: Office and field-based work across a range of project types and client profiles.
- Team Environment: Join a positive, safety-focused team that values integrity and innovation in forestry.
- Cultivate your career with the support of subject matter experts and collaboration across multidisciplinary teams within our Group of Companies!

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