



Islands Trust

JOB PROFILE

Position # 00142613

Title: Biologist **Classification:** Biologist 24

Ministry: Islands Trust; Ministry of Municipal Affairs **Work Unit:** Planning Services

Supervisor Title: Director, Planning Services **Supervisor Position #:** 00036528

PROGRAM

Located in Coast Salish territory, the Islands Trust is a special purpose government responsible for protecting the unique amenities and environment of more than 450 islands and surrounding waters in the southern Strait of Georgia and Howe Sound. Created by the Province via the Islands Trust Act, Islands Trust plans and regulates local land use, coordinates with other level of government and First Nations on key issues impacting the area, and protects land through the Islands Trust Conservancy.

JOB OVERVIEW

The purpose of this position is to enhance integration of biological information into land use decisions in the Islands Trust Area with an emphasis on ensuring that biological information and species at risk are more adequately considered and protected during decision-making, including with regards to development applications and bylaw development/amendment.

KEY ACCOUNTABILITIES

- Recommend land use and environmental policy for the preservation of ecosystems and mitigation of human impact for long range and special planning projects such as Official Community Plans, zoning bylaws, regional plans, and Island Trust Policy Statement implementation and amendment.
- Review and evaluate development applications, environmental assessments and other referrals in accordance with bylaws, policies and regulations and provide recommendations for ongoing monitoring for compliance with environmental and ecosystem protection.
- Develop report content for reports on development applications and specific assignments.
- Advise staff and public of matters relating to land use and environmental conservation and integrity.
- Assist Director of Planning Services or designate with environmental advice, mapping and technical information where required relating to ecosystems/species at risk.
- Coordinate and manage projects updating strategic biological information (e.g. eelgrass mapping, forest contiguity mapping, species at risk surveys).
- Support refinement/updating of computer models that inform the integration of values into major land use decisions.
- Develop interpretation criteria (e.g.: checklists, information sheets, etc.) for development permit areas and exemptions.
- Develop procedures to ensure staff are recommending actions identified within species at risk recovery plans.
- Develop and implement a training program for staff in interpreting ecosystem mapping layers.
- Develop long range education program for planners to increase knowledge, awareness and skills related to planning and managing for ecological values including biological, technical and regulatory advice.
- Assist the Director of Planning Services or designate with relevant grant administration, reporting, and writing.

Date: September 11, 2024

- Develops and promotes working relationships with internal and external partners, including First Nations/Indigenous Knowledge Holders, and government agencies to achieve program or project objectives regarding species at risk, ecosystem protection, and informed land use planning.

JOB REQUIREMENTS

EDUCATION, TRAINING AND EXPERIENCE:

- Degree in biological sciences or equivalent
- Registration in good standing with the BC College of Applied Biologists
- Minimum of 3 years of increasingly responsible professional environmental management experience
- Minimum of 1 year experience in conducting environmental monitoring and assessments

Provisos:

- Successful completion of a criminal records check.

Preference may be given to candidates with the following:

- Professional research and reporting of species at risk in the Islands Trust Area
- Experience enhancing integration of biological information into land use decisions
- One or more years' experience working for/with local governments to ensure that species at risk are more adequately considered and protected during decision-making
- One or more years' experience in project management
- One or more years' experience working with First Nation governments and/or Indigenous Peoples
- One or more years' experience in providing training
- Experience with public engagement, and/or communications
- Registered, or eligible, as a Registered Professional Planner (RPP/CIPP)

BEHAVIOURAL COMPETENCIES:

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.

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.

Engaging External Partners identifies and involves external stakeholders in order to foster long term partnerships.

Expertise includes the motivation to expand and use technical knowledge or to distribute work-related information to others.

INDIGENOUS RELATIONS BEHAVIOURAL COMPETENCY:

Sustained Learning and Development means continually increasing your ability to build and maintain respectful and effective relationships with Aboriginal people. Central to this competency is appreciating that there are many other cultural understandings of knowledge and ways of working that have legitimacy and deserve respect – and therefore require our continual learning and development, including direct exposure to cultural and community ways. It includes an eagerness to continually reflect upon and assess your own level of cultural agility and competence, self-awareness, and expertise. It means being willing to learn in new and different ways and appreciating how diverse ways of thinking and acting can ensure the success of the BC Public Service in supporting Aboriginal self-determination.