

## Fisheries & Wildlife Profile

Subcategory	Comp. ID	Competency Statement	Importance Type
<b>TECHNICAL COMPETENCIES</b>			
<b>Conducting environmental impact assessments</b>			
	1	Ensures the identification of the geographic, environmental, economic, social, and cultural scope and parameters to be used for the impact assessment study.	1
	2	Develops a project management plan for the impact assessment study for proposed developments, change in facility operations, change in land use, amended or proposed new policies, etc.	1
	3	Reviews earth and life science systems, functions, inventories and existing studies to determine if sufficient baseline data is available for the impact assessment study.	1
	5	Consults with stakeholders (including regulators, municipalities, public, interest groups, indigenous peoples, NGOs, etc.) to gather information regarding the perceived impacts of development activities on communities, the environment and natural resources.	1
	6	Identifies which areas are likely to be significantly impacted either negatively or positively by development activities, e.g. biophysical, economic, social, cultural, and heritage resources.	1
	7	Assesses qualitative and quantitative environmental issues, risks or problems, including their cumulative effect and corresponding economic, social and cultural impacts.	1
	8	Develops mitigation and/or habitat compensation plans, strategies and measures using culturally appropriate approaches.	1
	9	Prepares environmental impact assessment report(s) that may include mitigation, environmental protection, and recovery plans.	1
<b>Conducting environmental site assessments (ESA - Phase 1 and Phase 2)</b>			
	15	Characterizes environmental aspects of site (such as landforms, drainage, plant communities, and soil properties) based on interpretation of data collected during site investigation, sampling and analysis (for example, contaminants, their concentration and general extent).	3
	16	Prepares site assessment report(s) to meet regulatory and other requirements, identifying potential risk and scope of further action by appropriate stakeholders, if necessary.	3
	17	Ensures site assessment is completed properly and that action plans are developed and implemented to satisfactorily achieve the desired outcomes.	2
	18	Communicates results of site assessment to stakeholders such as property owners, responsible party, regulators, the public, etc. via a public consultation or other appropriate communication process.	2
<b>Developing/ Implementing site remediation (Phase 3) plans</b>			
	19	Evaluates possible remediation/restoration/reclamation alternatives, taking into account costs, technological constraints, characteristics of the contaminant, characteristics of the affected land, and stakeholders' concerns.	3
	20	Recommends remediation clean-up targets to make the site fit for its intended use or return it to its original condition (applies to all sites including watershed restoration, forestry site reclamation, mine closures, etc.).	3
	23	Conducts full-scale remediation activities (e.g. thermal, biological, chemical or physical treatment, containment, vapour extraction, excavation, removal of heritage objects, etc.).	3
	25	Prepares remediation completion report, including documentation of remediation and post-remediation monitoring data, and review of environmental outcomes relative to standards, for submission to regulators and stakeholders.	3
<b>Developing/ Implementing site restoration/reclamation (Phase 3) plans</b>			
	28	Conducts on-site reclamation activities (including landscaping, tree-planting, and habitat development), using appropriate species and procedures for revegetation.	3

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	29	Provides environmental inspection during construction and reclamation to ensure that regulatory requirements are met and that procedures and plans are being followed.	3
	30	Conducts on-site restoration activities as required, e.g. restore riparian, coastal zone, and wetland habitats.	3
	31	Ensures that best practices are followed in the restoration/reclamation process to minimize the impact on the environment.	2
	32	Monitors post-restoration/reclamation conditions and results to assess if targets and regulatory requirements have been met.	3
	33	Prepares site restoration and site reclamation report(s) for submission to the appropriate regulators and stakeholders.	3
<b>Developing environmental sampling, testing and monitoring programs</b>			
	88	Develops site-specific work plans, including Quality Assurance/Quality Control (QA/QC) methods, measuring/monitoring procedures and analytical equipment (both field and lab equipment) to be used for the specific application (e.g. air, water, soil, sediments, rock, fauna, flora, human, workplace, etc.).	1
<b>Collecting samples and data for environmental purposes</b>			
	92	Determines the appropriate sample size, sampling containers, protocols, preservation methods, collection apparatus and transportation, etc.	2
	102	Maintains appropriate records and ongoing documentation pertaining to field and laboratory analytical work, including regulatory documentation.	1
<b>Liaising and partnering with stakeholders</b>			
	122	Liaises with stakeholders (e.g. governments, private sector, environmental experts, farmers, producers, NGOs, culturally diverse groups, communities, etc.) to collaborate on stewardship and sustainability issues and concerns (e.g. broad-based habitat preservation and management practices and ecological fiscal reform).	1
	123	Identifies ethical and cultural concerns regarding the economic, social, cultural, and spiritual valuing of specific natural resources, and the implications for informed decision-making regarding sustainability.	2
	125	Develops partnerships with key stakeholders (e.g. industry, governments, local communities and other stakeholder groups) to address environmental sustainability and stewardship issues and concerns.	2
	126	Develops partnership and stewardship agreements which incorporate sustainable development guidelines, indicators, targets, and processes for measuring progress related to specific environmental issues.	2
	127	Secures partnerships involving industry joint ventures, environmental consulting, and/or environmental technology transfer at municipal, provincial, national and international levels.	2
<b>Conducting studies related to ecosystem and habitat preservation and/or the management of natural resources</b>			
	189	Develops methods for indexing existing natural resources and parameters (e.g. wildlife populations and harvest mortality).	1
	190	Defines data (e.g. age, size, structure of population, genetics, distribution, migration patterns, abundance, water temperature, environmental factors, etc.) to forecast future state of natural resources, such as fish populations.	1
	191	Establishes the biodiversity baseline (e.g. nature, number and location of species involved) of the management area under study.	1
	192	Identifies interrelationships between individual ecosystem parameters to develop comprehensive databases of natural resources.	1
	193	Assesses the economic, social and cultural value of natural and physical resources, such as parks/open spaces, heritage resources, wildlife, minerals, etc.	1

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	194	Establishes background levels of naturally occurring biological, chemical, and physical activity in ecosystems, such as naturally occurring emissions from forests.	2
	195	Identifies the impact of development/exploration/exploitation activities on the biodiversity of surrounding natural habitats (such as the "downstream" impacts of agricultural activities on surrounding soil and water).	1
	196	Applies GIS tools to monitor change and identify trends in natural habitats and/or ecosystems in order to manage habitat quality and resource sustainability.	1
	197	Evaluates the capability of target sites to sustain restoration, rehabilitation and/or enhancement activities (of fisheries, forestry, etc.).	1
	198	Evaluates the benefit of human-built structures (such as dams, ditches and fish weirs) to prevent destruction or erosion and/or to rehabilitate the habitat.	1
	199	Evaluates the best sites and routes (e.g. gas/oil wells, gas processing plants, pipelines, and mines) for habitat and ecosystem preservation and conservation of natural resources.	1
	200	Conducts modelling of ecosystem variables to predict potential outcomes of habitat restoration practices (such as fisheries rehabilitation or forestry regeneration).	1
	201	Determines how and to what extent the natural resource can be modified (e.g. soil tilled, forest harvested) based on its characteristics.	1
	202	Compiles a comprehensive inventory of data collected to establish a baseline that characterizes ecosystems, natural resources, and social and cultural factors, and/or to determine suitability for an intended use.	1
	203	Prepares baseline report including gap analysis report where baseline data is incomplete, interpretation of baseline data and development of recommendations for consideration by stakeholders and decision-makers.	1
	204	Designs monitoring systems for measuring human impacts on natural resources and/or ecosystems.	2

### **Developing and implementing plans, programs and practices for ecosystem and habitat preservation and/ or the management of natural resources**

	206	Investigates significant occurrences and changes that may signal the need for a resource management and/or ecosystem preservation plan.	1
	207	Seeks input from technical specialists (e.g., biologists, taxonomists, modellers) and other stakeholders (governments, non-governmental organizations, aboriginal peoples, etc.) with respect to resource management and habitat protection (such as the identification of important habitat sites).	1
	209	Establishes indicators of ecosystem health, based on established baseline data or extrapolations from similar ecosystems and/or traditional knowledge where available.	1
	210	Determines end-use of natural resources (e.g., crops, forest, fisheries) to forecast future needs and demands and the corresponding resource management practices and the basis for its selection.	1
	211	Formulates integrated ecosystem and habitat management plans (including interim management plans for public consultations) and programs to address identified preservation and conservation needs.	2
	212	Implements ecosystem and habitat preservation projects and practices (such as preservation of fish and wildlife habitats and restoration in lakes, rivers, streams, wetlands, marshlands, etc.) to protect and conserve the biodiversity and health of ecosystems.	1
	213	Implements fisheries and wildlife management and conservation practices such as limiting catch and capture, restocking, banding, and increasing nesting and breeding sites.	1
	214	Implements forestry management and conservation practices such as site preparation, fertilization, replanting, seeding, pre-commercial thinning, brushing, pest control, etc.	3
	215	Identifies effective resource management practices, including consideration of cultural and spiritual values of various jurisdictions and stakeholders (including indigenous peoples).	1

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	216	Develops effective practices to deal with naturally occurring phenomena, such as damage to crops caused by wildlife or damage/benefits to forests caused by fire.	3
	217	Determines the resources and partnerships required to implement a natural resource management/conservation plan (e.g. funding mechanisms, services).	1
	218	Formulates integrated natural resource management plans (including interim management plans for public consultations) and programs to address identified preservation and conservation needs.	1
	220	Advises producers on the full range of sustainable resource utilization and harvesting practices and techniques, such as soil conservation/enhancement technologies (e.g. tillage options, measures to prevent wind and water erosion, crop rotation, cropping systems, nutrient management, residue management).	1
	221	Implements conservation and preservation practices to manage the environmental impact of human activity in parks and natural recreation areas.	1
	222	Implements urban land resource management practices to minimize detrimental impacts and to maximize environmental benefits, such as restoring undeveloped public lands to their natural state and ensuring proposed developments are consistent with land-use management criteria.	2
	223	Identifies criteria, in collaboration with stakeholders, for evaluating proposals and land-use plans to determine impacts of changes in use of land resources such as conversion of agricultural land to urban use.	2
<b>Monitoring/ evaluating effectiveness of programs and practices related to ecosystem and habitat preservation and/ or management of natural resources</b>			
	227	Evaluates exploitation or exploration technologies (used to harvest/use natural resources) that do the least damage (low impact) to ecosystems.	3
	228	Monitors baseline data to identify changes, both positive and negative, in order to continually improve conservation and preservation practices.	1
	229	Assesses the effectiveness of conservation and preservation practices, including the interpretation of monitoring data and the validation of conclusions with experts in the field (e.g. government agencies, harvesters, industry, and non-governmental organizations).	1
	230	Evaluates the effectiveness of alternative conservation practices (such as silviculture systems) that are perpetual or require minimal maintenance.	2
	231	Evaluates the effectiveness of changes in municipal by-laws, regulations, and/or targets (such as targets for "green" and/or natural space) in minimizing the adverse impact of land-use activities on natural ecosystems.	2
<b>Evaluating/ Mentoring/ Supervising students/practitioners</b>			
	249	Mentors students and environmental practitioners by advising, supervising, and challenging them to facilitate the development and application of new knowledge in their role as environmental practitioners and community partners in their role in the delivery of sustainable environmental practices.	2
	250	Cultivates a stewardship approach within students and practitioners in the application of sound environmental practices within specific industries.	2
<b>Designing/ developing environmental research and development proposals, programs, and projects</b>			
	255	Conducts review of literature and existing data pertinent to the potential environmental research program/project.	1
	256	Defines the scope, strategy and objectives for specific environmental research projects and programs, including appropriate quantitative and qualitative methodologies and tools.	2
	257	Writes a proposal, communicating the scientific rationale behind the environmental research project to obtain funding and/or approval from internal, industry, government, or other sources.	2

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<b>TECHNICAL COMPETENCIES</b>			
<b>Conducting environmental research/ publishing results</b>			
	262	Establishes the framework, baselines and benchmarks against which environmental research outcomes can be measured.	2
	263	Defines the specific methodologies and protocols appropriate to the environmental research project.	1
	264	Conducts science and social science environmental research (e.g. eco-toxicology studies, developing models, identifying optimal agri-chemical application rates, studies on environmental perspectives and the effectiveness of public education programs, etc.).	2
	266	Analyzes the environmental research findings to determine if research objectives have been met, or if research methodologies need to be modified.	2
	267	Develops recommendations for the application of the environmental research findings based on pilot testing and demonstration.	2
	268	Writes up the results of the environmental research in accordance with rigorous publishing guidelines (for publication in peer-reviewed journals, presentation at conferences, etc.).	2
<b>Developing/ Implementing environmental communications and awareness programs</b>			
	288	Demonstrates an understanding of the fundamental relationships between human activities and the natural environment.	2
	290	Demonstrates a working knowledge of environmental legislation and agreements relevant to their organization.	1

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<b>TRANSFERABLE COMPETENCIES</b>			
<b>Professional Ethics and Work Style</b>			
	1	Maintains good standing in professional associations, practicing professional ethics and remaining current in practice requirements.	Exceptional
	2	Demonstrates professional, ethical conduct, such as trust, integrity, confidentiality and discretion during the conduct of all work activities.	Exceptional
	3	Demonstrates self reliance, motivation and commitment in the conduct of day to day activities.	Exceptional
	4	Demonstrates flexibility and creativity in the face of unusual or unexpected circumstances.	Exceptional
	5	Cooperates willingly with others in dealing with changing situations, conditions, and expectations.	Exceptional
	6	Demonstrates attention to detail to ensure the thoroughness and accuracy of work results.	Exceptional
	7	Balances the need for 'attention to detail' with a focus on goals and objectives to achieve the desired outcomes.	Exceptional
	8	Applies principles of quality assurance and scientific rigour in all work activities.	Exceptional
<b>Learning and Creativity</b>			
	9	Stays current on the theory and practice pertinent to one's roles and responsibilities.	Exceptional
	10	Integrates relevant data and information from a variety of disciplines/sources.	Exceptional
	11	Continuously pursues personal learning and development opportunities to promote professional growth and development.	Exceptional
	12	Uses creative approaches to develop innovative ways of working, new designs and technologies, and cost-effective solutions to technical and business challenges.	High
<b>Communicating Effectively</b>			
	13	Prepares clear, well-formatted reports and other written communications that meet established protocols and are appropriate to the target audience.	Exceptional
	14	Communicates clearly and respectfully using verbal and nonverbal language appropriate to the cultural and social context.	Exceptional
	15	Uses effective interviewing techniques, including appropriate and respectful questioning, clarifying and listening skills, to elicit accurate and complete information.	High
	16	Conveys technical information accurately, clearly and concisely, interpreting it appropriately and effectively for the target audience.	Exceptional
	17	Uses appropriate content, graphics and format in oral presentations to address the specific needs of target audiences.	Exceptional
<b>Collaboration</b>			
	18	Builds constructive networks inside and outside the organization to facilitate the accomplishment of results.	Exceptional
	19	Builds strong relationships and trust with team members that make it possible to receive everyone's input and ideas, and maximize individual and team output and potential.	Exceptional
	20	Works cooperatively with multiple stakeholders, demonstrating willingness to consider alternative approaches or ideas.	Exceptional
	21	Deals effectively with confrontational situations, demonstrating diplomacy, tact, empathy and consideration for differing points of view.	High

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<b>TRANSFERABLE COMPETENCIES</b>			
<b>Critical Thinking/ Judgement</b>			
	22	Carries out independent primary, secondary and tertiary research to collect sufficient data and information pertinent to the area of inquiry.	High
	23	Performs an objective and thorough analysis of information and data from multiple sources.	High
	24	Distinguishes between facts, inferences and assumptions to establish the quality of the information collected and the reliability of its source.	High
	25	Employs professional scepticism to assess the objectivity and reliability of assumptions and evidence asserted by a responsible party or client.	High
	26	Makes decisions in a timely manner, committing to a course of action that considers pertinent data, information, options and implications.	High
<b>Planning and Organizing Work and Projects</b>			
	27	Uses ICT (information communication technologies) as appropriate to manage work effectively and increase efficiency.	High
	28	Manages multiple priorities through the selection and application of time and project management tools and approaches.	High
	29	Develops work/project plans, identifying the work to be accomplished, the risk/contingencies that may arise, and how they will be addressed.	High
	30	Coordinates resources (including financial, logistical, supplies, etc.) needed to implement work/project plans and achieve desired results.	High
<b>Leading/ Influencing Others</b>			
	31	Manages the work of others, including project teams, working groups and contractors.	High
	32	Builds consensus and commitment to the team mandate, vision, goals, roles, responsibilities, and processes.	High
	33	Facilitates solutions to barriers that affect individual, team and project performance.	High
	34	Identifies the individual/and or team competencies that are required to accomplish work/project objectives and deliverables.	High
	35	Mentors peers and team members to facilitate their technical competence and on-going professional development.	High
	36	Creates an environment that promotes innovation, creativity and entrepreneurial thinking within the organization.	High
	37	Navigates effectively through political and organizational complexities to avoid or overcome potential barriers to successful completion.	High
<b>Business Acumen</b>			
	38	Analyzes relevant business trends, financial measures, economic factors and new regulations, assessing and articulating their impact on the organization.	Moderate
	39	Recognizes business threats and/or opportunities affecting their area of the business, recommending actions to address them.	Moderate
	40	Identifies clients' stated and underlying needs, and the work activities and methodologies that will best address these needs.	High
	41	Translates the organization's vision and goals into relevant plans and actions, realigning work efforts with changes in organizational direction.	Moderate
	42	Drives the implementation of changes, tracking their impact to ensure organizational performance is improved or sustained.	Moderate