

Natural Resource Management Profile

Subcategory	Comp. ID	Competency Statement	Importance Type
TECHNICAL COMPETENCIES			
Conducting environmental impact assessments			
	1	Ensures the identification of the geographic, environmental, economic, social, and cultural scope and parameters to be used for the impact assessment study.	2
	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.	3
Conducting environmental site assessments (ESA - Phase 1 and Phase 2)			
	12	Carries out visual inspection of site and neighbouring properties to inventory/identify current operations, evidence of discharges, visible contamination, buried tanks, dumping, etc.	3
Developing/ Implementing site remediation (Phase 3) plans			
	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
	22	Conducts pilot tests, including treatability studies, to assess the effectiveness of the intended remediation method and/or to advance science and technology.	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
Developing/ Implementing site restoration/reclamation (Phase 3) plans			
	28	Conducts on-site reclamation activities (including landscaping, tree-planting, and habitat development), using appropriate species and procedures for revegetation.	3
	30	Conducts on-site restoration activities as required, e.g. restore riparian, coastal zone, and wetland habitats.	3
	32	Monitors post-restoration/reclamation conditions and results to assess if targets and regulatory requirements have been met.	3
Developing/ Implementing waste management plans and programs			
	67	Ensures regulatory requirements are met in the collection, transport, storage and disposal of hazardous wastes.	3
Collecting samples and data for environmental purposes			
	102	Maintains appropriate records and ongoing documentation pertaining to field and laboratory analytical work, including regulatory documentation.	3
Analyzing and interpreting environmental samples and data			
	113	Conducts quality control reviews of data collection, processing, and analysis to ensure data is 'fit for purpose' using accepted scientific practices and proper Quality Assurance/Quality Control (QA/QC) protocols.	3
Liaising and partnering with stakeholders			
	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

Natural Resource Management Profile

Subcategory	Comp. ID	Competency Statement	Importance Type
TECHNICAL COMPETENCIES			
	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
	124	Builds consensus regarding the goals and timelines of sustainable development initiatives (e.g. use of natural resources), considering the competing interests of all stakeholders (e.g. economics, increased productivity or harvesting, protecting habitats, access and rights to land, etc.).	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
Developing corporate environmental plans, policies, and procedures			
	138	Advocates with senior management and other key stakeholders to ensure due consideration of and commitment to environmental management and sustainable development principles and strategies.	1
	139	Develops strategic internal and external partnerships and relationships with key stakeholders to garner their advice and gain their commitment to the organization's environmental policies and initiatives.	2
Conducting studies related to ecosystem and habitat preservation and/or the management of natural resources			
	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).	2
Developing and implementing plans, programs and practices for ecosystem and habitat preservation and/ or the management of natural resources			
	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
	211	Formulates integrated ecosystem and habitat management plans (including interim management plans for public consultations) and programs to address identified preservation and conservation needs.	1
	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
	215	Identifies effective resource management practices, including consideration of cultural and spiritual values of various jurisdictions and stakeholders (including indigenous peoples).	2
	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
	226	Develops long term integrated land-use plans (for urban, recreational, industrial, and agricultural uses) that include strategies (such as landscape ecology) to minimize adverse environmental impact.	1

Natural Resource Management Profile

Subcategory	Comp. ID	Competency Statement	Importance Type
TECHNICAL COMPETENCIES			
Monitoring/ evaluating effectiveness of programs and practices related to ecosystem and habitat preservation and/ or management of natural resources			
	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).	2
	230	Evaluates the effectiveness of alternative conservation practices (such as silviculture systems) that are perpetual or require minimal maintenance.	2
Developing environmental curricula and programs			
	233	Demonstrates a knowledge of environmental science and technology that enables the educational professional to understand the fundamental relationships between human activities and the natural environment.	3
	234	Demonstrates an understanding of how the educational professional's specific body of knowledge can be applied to address the economic, social, cultural and political impacts of human activities on the natural environment.	3
Evaluating/ Mentoring/ Supervising students/practitioners			
	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.	3
	250	Cultivates a stewardship approach within students and practitioners in the application of sound environmental practices within specific industries.	3
Conducting environmental research/ publishing results			
	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.).	3
Developing/ Implementing environmental communications and awareness programs			
	288	Demonstrates an understanding of the fundamental relationships between human activities and the natural environment.	1
	289	Demonstrates an understanding of the Canadian environmental business sector and sustainability issues.	2
	290	Demonstrates a working knowledge of environmental legislation and agreements relevant to their organization.	1
	291	Demonstrates an understanding of the role of communications in increasing public awareness of environmental issues and in motivating the public to work towards solutions.	1
	292	Develops compelling, well researched and strategic proposals for approval and/or funding of environmental communication/awareness programs.	1
	293	Develops communications/public relations strategies to address employee and public concerns about environmental issues and risks, or to promote the environmental interests of the organization.	2
Presenting expert information on environmental matters			
	302	Manages customer relations on environmental matters in a manner that builds positive, productive partnerships with clients, suppliers and other stakeholders.	2
	305	Conducts informational meetings to identify community and stakeholder priorities on environmental issues and concerns.	1

Natural Resource Management Profile

Subcategory	Comp. ID	Competency Statement	Proficiency Level
-------------	----------	----------------------	-------------------

TRANSFERABLE COMPETENCIES

Professional Ethics and Work Style

1	Maintains good standing in professional associations, practicing professional ethics and remaining current in practice requirements.	High
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

Learning and Creativity

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.	High
11	Continuously pursues personal learning and development opportunities to promote professional growth and development.	High
12	Uses creative approaches to develop innovative ways of working, new designs and technologies, and cost-effective solutions to technical and business challenges.	Exceptional

Communicating Effectively

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.	High

Collaboration

18	Builds constructive networks inside and outside the organization to facilitate the accomplishment of results.	High
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.	Exceptional

Natural Resource Management Profile

Subcategory	Comp. ID	Competency Statement	Proficiency Level
TRANSFERABLE COMPETENCIES			
Critical Thinking/ Judgement			
	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
Planning and Organizing Work and Projects			
	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
Leading/ Influencing Others			
	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.	Exceptional
	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.	Exceptional
Business Acumen			
	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.	High
	42	Drives the implementation of changes, tracking their impact to ensure organizational performance is improved or sustained.	High