

<b>Job Title:</b>	<b>Field Technician Level 1 (Uncertified)</b>	<b>Job Category:</b>	Natural Resource
<b>Department/Group:</b>	Lands & Natural Resource	<b>Job Code/ Req#:</b>	8250/4250
<b>Location:</b>	Cawston	<b>Travel Required:</b>	Yes
<b>Level/Salary Range:</b>	\$18.00 - \$20.00	<b>Position Type:</b>	6 month Term Position 37.5 hrs/wk
<b>Number of positions:</b>	<b>4</b>	<b>Date posted:</b>	March 20, 2024
<b>Will Train Applicant(s):</b>	Yes	<b>Posting Expires:</b>	When Filled

**Applications Accepted By:**

<b>E-mail:</b> <a href="mailto:hr@lsib.net">hr@lsib.net</a> <b>Attention:</b> Diane Wood	<b>Mail:</b> Lower Similkameen Indian Band Box 100 Keremeos, BC VOX 1N0 Attn: <b>Diane Wood</b>
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**Job Description**

**PROGRAM**  
The Natural Resources (NR) Department is responsible for the overall health, conservation, protection and stewardship of the lands and waters within the traditional territory of the Lower Similkameen Indian Band.

The Lands Department is responsible for the effective and efficient management of land, natural resources, environmental and compliance on Lower Similkameen Indian Band Reserves.

The Departments require office staff with a variety of skills and duties, and out-of-office field seasonal field technicians. The Department routinely collects, manages, and secures sensitive data from a variety of sources to support its work.

**PURPOSE OF THE POSITION**  
To assist in the effective, efficient delivery of fieldwork duties and data collection that support the Natural Resource Department and Lands Department; to enable the efficient workflow in stewardship, referrals, lands and environmental management.

**SUPERVISION RECEIVED**  
The Field Technician operates under the direct supervision of the Natural Resources Team Lead and Lands Team Lead and under the guidance and direction of the project coordinator or Level 3 Field Technician for day-to-day activities.

**SUPERVISION EXERCISED**  
The Field Technician does not supervise employees.

**DUTIES AND RESPONSIBILITIES**  
**Technical**

- Assists technicians, professionals and/or NR/Lands staff in field work associated with Natural Resources (environmental monitoring, RISC monitoring, Archaeological survey) and/or risk assessments, land restoration, vegetation management, fish and wildlife surveys;
- Operates and maintains field equipment and instrumentation;
- Planting and monitoring of vegetation;
- Transports and sets up field equipment;

**Administrative**

- Maintains strict confidentiality and exercises sound judgement and discretion when dealing with sensitive issues;
- Records, maintains and organizes accurate detailed field notes and photos for data reporting purposes;
- Ensures that service quality standards are maintained and consistently delivered in all areas of responsibility;
- Promotes a safe environment; ensure that all established safety procedures are followed including

- participation in daily tail gate meetings when out in the field;
- Participates in relevant training and workshops identified by the NR Team Lead and Lands Team Lead to enhance program services as required;
  - Carries out other duties essential to the position as directed by the NR Department Team Lead and/or Lands Department Team Lead.

### **FINANCIAL RESPONSIBILITY**

The Field Technician does not have financial responsibility.

### **EDUCATION AND EXPERIENCE**

- Minimum education is grade 10;
- Syilx Indigenous knowledge and experience;
- Steel toe work boots are required;
- Valid Class 5 driver's license, reliable vehicle and appropriate insurance would be an asset;
- Clean criminal record check required.

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

- Ability to adhere to and observe worksite specific safety regulations at all times;
- Work experience in Cultural, Archaeological, Wildlife, or Environmental related field is preferred
- Ability to work flexible work schedules; may include weekends
- Emergency First Aid (OFA Level 1) with Level A CPR certificate is an asset;
- RISC certification is an asset (training may be provided by LSIB);
- Ability to work independently with limited direction, act on own initiative, set own priorities and meet deadlines;
- Ability to work in a team environment;
- Ability to deal effectively and efficiently with occasionally aggressive or demanding individuals to provide or obtain information to clarify or resolve issues;
- Ability to effectively communicate and respond to routine requests or inquiries from LSIB staff/members and stakeholders;
- Strong work ethic including the ability to take initiative; to attend work on time on as scheduled and demonstrate a collaborative approach to problem solving.

### **COMMITTEES**

The Field Technician does not sit on committees.

### **OTHER FACTORS**

#### **Culture/Language**

Respect and knowledge of the Syilx culture.

#### **Personal Attributes**

Must be punctual and reliable

### **WORKING CONDITIONS**

#### **Physical Demands**

- Must be physically fit and able to conduct manual labour
- Lifting (approximately 50 lbs);
- Bending or stooping;
- Extended periods of standing or walking;
- Work in all weather conditions;
- Works in a variety of geographic locations including hilly terrain and in or around water;

- Works flexible work schedules, evenings and weekends as required;
- Travel to various work sites, may include overnight, out of town and/or remote areas.

### **Tools/Equipment**

- Brush cutters, shovels any other field related equipment;
- IPAD, GPS, Compass

### **Time Management**

Frequent deadlines and potentially stressful situations

### **COMPETENCIES**

#### **Core Competencies**

Respect/Collaboration

Trust & Honesty/Building Trust

Compassion

Accountability/Taking Initiative

#### **Field Technician Focused Competencies**

Communication (Written and Oral)

Customer Service

Delivering Results (Productivity and Personal Growth)

Functional Knowledge and Skills

Planning, Organizing and Coordinating

Problem Solving

Teamwork and Co-operation

### **COMPETENCIES DEFINED**

#### **CORE COMPETENCIES**

##### **Respect/Collaboration**

**RESPECT:** Treats all people with dignity, respect and fairness. Resolve interpersonal conflicts constructively. Shares time, energy and knowledge with others to ensure they can succeed. **INCLUSIVENESS:** Demonstrates awareness and respect of cultural and individual values. Appreciates and leverages the strengths of others to accomplish goals, regardless of background. Listens to ideas from others, even when different from own. Is careful to ensure all sides are heard before reaching a conclusion.

##### **Trust & Honesty/Building Trust**

**HONEST:** Behaves and expresses oneself in an open and honest manner. Is consistent in word and actions. Tells the truth even when it is difficult. Shares information accurately, completely and appropriately.

**COMMITTED:** Follows through on assignments and commitments. Supports LSIB goals and initiatives. Adheres to all policies and procedures.

**Compassion** Genuinely cares about people; is concerned with their problems; is available and ready to help; demonstrates real empathy with the joys and pains of others

**Accountability/Taking Initiative** Responds appropriately on own to improve outcomes, processes or measurements. Assumes responsibility and leadership when asked. Accomplishes goals independently, with little need for supervision. Takes ownership and accountability for own performance. Seeks out and/or accepts additional responsibilities in the context of the job. Identifies problems, obstacles or opportunities and takes appropriate action to address current or future problems or opportunities. Proactively doing things and not simply thinking about future actions.

#### **FIELD TECHNICIAN FOCUSED COMPETENCIES**

**Communication (Written and Oral)** Provides regular, consistent, and meaningful information. Listens carefully to others and ensures message is understood. Ensures important matters are shared with all appropriate parties. Communicates in a clear and concise manner. Uses appropriate grammar, pronunciation and tone to enhance understanding. Demonstrates professionalism through body language, including eye-contact and posture. Tailors communication style to needs of the recipient.

**Customer Service** is the ability to anticipate and meet the needs of both internal and external customers. Delivers high-quality products and services; is committed to continuous improvement. Understanding and meeting the needs of clients (clients are individuals or groups who use the department's services).

**Delivering Results (Productivity and Personal Growth)** Strives to consistently achieve excellence in all tasks and goals. Maintains focus and perseveres in the face of obstacles. Uses time efficiently and responds quickly and constructively when confronted with challenges. Prioritizes tasks based on importance. Ensures job knowledge and skills are current and valuable. Receptive to feedback.

**Functional Knowledge and Skills** Demonstrates skills and knowledge relevant to one's own function or work group. Applies current best practices in discipline or specialty area. Stays aware of major developments in discipline or specialty area. Recognized by customers and team members for functional knowledge and skills.

**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** DECISION MAKING AND REASONING: Considers multiple sides of an issue. Weighs consequences before making final decision. Makes informed decisions based on available information. Recognizes issues, and determines actions needed to advance the decision-making process. Follow-up as necessary.

**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.