

<b>Job Title:</b>	<b>Level 3 Field Technician On-Call</b>	<b>Job Category:</b>	<b>Natural Resources</b>
<b>Department/Group:</b>	<b>Natural Resources</b>	<b>Job Code/ Req#:</b>	4250
<b>Location:</b>	1420 Hwy 3 Cawston B.C.	<b>Travel Required:</b>	N/A
<b>Salary Range:</b>	\$25-\$27 DOE	<b>Position Type:</b>	On-Call
<b>HR Contact:</b>	Diane Wood	<b>Date posted:</b>	June 4, 2024
<b>Will Train Applicant(s):</b>	N/A	<b>Posting Expires:</b>	November 4, 2024
<b>Resumes &amp; Cover Letter accepted by:</b>			
E-mail: <a href="mailto:diane.wood@lsib.net">diane.wood@lsib.net</a> Attention: Diane Wood		Mail: Lower Similkameen Indian Band Box 100 Keremeos, BC VOX 1N0 Attn: Diane Wood	

**LOWER SIMILKAMEEN INDIAN BAND  
[On-Call]  
Field Technician Level 3 (Certified)**

**PROGRAM**

The Title & Rights Natural Resources (TRNR) Department is responsible for the overall health, conservation, protection and stewardship of the lands and waters including the traditional territory within Lower Similkameen First Nation.

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 employs office staff with a variety of skills/duties and out-of-office field seasonal field technician. The Departments 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 field work duties and data collection that support the Natural Resource Department and Lands Department; to enable the efficient work flow in stewardship, referrals, lands and environmental management.

**SUPERVISION RECEIVED**

The Field Technician operates under the direct supervision of NR Team Lead and Lands Team lead and under the guidance and direction of the project coordinator for day to day activities.

**SUPERVISION EXERCISED**

The Field Technician does not supervise employees but may provide guidance and direction to Level 1 Field Technicians for day to day activities.

**DUTIES AND RESPONSIBILITIES**

- Performs in-field work duties such as project monitoring, archaeological surveys, environmental monitoring, risk assessments, land restoration, vegetation management and wildlife surveys;

- Conducts in-field Archaeology Preliminary Field Reconnaissance [PFR] assessment to include collection of detailed in-field data and prepares PFR report;
  - Collects in-field/in-office data to support referrals and lands projects;
  - Imports and exports all field data from field equipment and stores in-field data into LSIB data management system;
  - Assists internal/external technicians, professionals and/or NR/Land staff in-field work associated with NR department projects and Lands Department projects;
  - Performs Invasive Plant management and control activities on the FortisBC R/W for Land department project that includes conducts in-field multi species inventory & mapping of high priority invasive plants, conducts in-field record survey data for known invasive species and other invasive alien species; conducts in-field inventory surveys, implements treatments measures on invasive plants ie. Mechanical hand-pull or most suitable approach for the situation, Fills out treatment records and collects survey data, conducts in-field post-treatment monitoring of treated sites, summaries all data and information on the project into a report and inputs data into databases.
  - Performs vegetation management and control activities for R/W stations as required to include mechanical hand-pull/racking and operates an outdoor power equipment for weed management.
  - Transports and set up field equipment;
- **Administrative Duties**
  - Liaises with landowners/individual; as required for projects
  - Records, maintains and organizes accurate, detailed written and/or digital field notes and photos for data reporting purposes;
  - Ensures proper equipment storage and maintenance;
  - Reports issues as required to Team lead
  - Guides and directs to Level 1 Field Technicians; as required.
  - Operates and maintains field/office equipment and instrumentation;
  - Plans and navigates travel routes with various maps;
  - Ensures service quality standards are maintained and consistently delivered in all areas of responsibility;
  - Maintains strict confidentiality, exercise sound judgment and discretion when dealing with sensitive issues;
  - Promotes a safe work environment;
  - Ensure all established safety procedures are followed;
  - Participates in and/or conducts daily tailgate meetings in the field and completes LSIB daily safety checklist for LSIB projects;
  - Participates in relevant training and workshops identified by the Department Team Lead; to enhance field technician services;
  - Attends departmental meetings and events as required;
  - Carries out other duties essential to the position as directed by the Team Lead.

### **FINANCIAL RESPONSIBILITY**

The Field Technician does not have financial responsibility.

### **EDUCATION AND EXPERIENCE**

- RISC Certification is required;
- Environmental Monitoring Certificate is an asset; must be committed to obtain certificate;
- Emergency First Aid (OFA Level 1) with Level A CPR is required;
- 3 years minimum work experience in Cultural, Archaeological, Wildlife, Environmental or related field work;
- Steel toe work boots are required;
- Valid Class 5 driver's license;
- Reliable vehicle and appropriate insurance;

- Vehicle Transportation Endorsement an asset;
- Clean criminal record check required.

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

- Knowledge of fundamental Indigenous Knowledge, process, protocols and practices;
- Working knowledge of observation/enumeration techniques, wildlife and plant identification;
- Ability to adhere to and observe worksite specific safety regulations at all times;
- Ability to work independently with limited direction, set priorities and meet deadlines and deliverables;
- 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 and/or inquiries from LSIB staff/community and stakeholders;
- Strong work ethic, including the ability to take initiative, attend work on time 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**

The Field technician maintains strict confidentiality in performing his/her duties and demonstrates the following personal attributes: Integrity, Respect, Trust, Honesty, Compassion, and Accountability.

### **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;
- Work in a variety of geographic locations including hilly terrain and in or around water;
- Work flexible work schedules, evenings and weekends as required;
- May be exposed to ancestral remains during archaeological surveys;
- Travel to various work sites, may include overnight, out of town and/or remote areas;
- Potential for conflict from employees, the public or Band members.

#### **Tools/Equipment**

- Brush cutters, shovels, any other field related equipment;
- iPad, GPS, compass.

#### **Time Management**

Frequent deadlines, deliverables and potentially stressful situations.

### **COMPETENCIES**

#### **Core Competencies**

Respect/Collaboration

Trust & Honesty/Building Trust

Compassion

Accountability/Taking Initiative

## **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. Resolves 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.

### **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.