



Making a difference...together

An outcome-driven, high-performance organization respected for its commitment to open, collaborative processes, the CRD is located in beautiful Victoria, BC, which offers the unique charm of a historical capital city while providing a variety of world-class scenic and outdoor opportunities.

MANAGER, WILDFIRE, SECURITY & EMERGENCY RESPONSE

\$88,447 - \$104,056 per annum (2016 rates)

Position Purpose:

The Manager, Watershed Wildfire, Security and Emergency Response is responsible for the effective delivery of the Division's wildfire, security, spill and emergency preparedness and response programs through the development and implementation of sectional activities as part of the watershed management program for the purposes of protecting the region's water supply area lands.

Key Accountabilities/Position Outcomes:

- Provides leadership, strategic direction and mentoring to professional and technical staff in the development and implementation of wildfire management, forest fuel management, security, spill and emergency preparedness and response projects, initiatives and services aimed at the long term protection and sustainability of the water supply area lands.
- Provides leadership and liaises with the BC Wildfire Service Coastal Fire Centre to continue the development and integration of CRD wildfire operations and preparedness.
- Researches, evaluates and implements innovative solutions designed to advance watershed management programs and practices.
- Ensures policies, structures, systems, resources and management practices are in place and effective to support program areas at a strategic and operational level.
- Leads and manages the work of non-technical, technical and professional staff, including matters pertaining to labour relations, staff development, corporate and division policies and procedures, and standards.
- Works collaboratively with other managers to ensure division strategic, operating and business objectives are well coordinated and resources are managed to create a highly functioning fiscally responsible organization.
- Develops and maintains relationships with a strategic network of stakeholders including emergency response and associated government agencies, partners and other internal and external stakeholders.
- Responsible for the leadership and management of employees and contractors within area of responsibility, including employment and labour relations matters involving: employee hiring, promotion, demotion and other personnel matters; discipline and discharge; representing management in the grievance procedure; input on behalf of management into labour relations matters, and representing management on committees; maintaining Employer confidentiality; and developing, supporting and implementing various corporate and legislated policies, procedures and practices.

Qualifications:

- Degree in the field of watershed management, geography, forestry or environmental management as well as a minimum of five – eight years of leadership experience.
- Registration as a Professional Forester with the Association of British Columbia Forest Professionals preferred.
- Wildland Fire Behaviour Specialist and advanced wildfire certification preferred.
- An equivalent combination of education and leadership experience may be considered.

Role specific knowledge, skills and abilities:

- Advanced knowledge of wildfire management, forest land security, search and rescue, Incident Command

and spill and emergency preparedness and response within a domestic water supply, watershed environment;

- Demonstrated leadership to coordinate, lead and direct staff and contractor resources under emergency conditions; including the management of emergency response equipment;
- Demonstrates high degree of communication, leadership and interpersonal skills to develop, foster and maintain strategic partnerships with a wide range of internal and external stakeholders;
- Proven experience and demonstrated expertise in providing leadership and direction to professional and field staff in a unionized environment, including motivating and mentoring staff, conducting performance appraisals, as well as managing grievances.
- Operational knowledge of WorkSafe BC regulations and the ability to plan and coordinate projects to ensure safety of employees, contractors, consultants and the public;
- Able to manage budgets and understand the business impacts of plans or decisions;
- A valid BC Driver's License is required.

Applications:

Resumes with covering letter quoting competition number **18/018** will be accepted online at www.crd.bc.ca ("Careers")

Review of applications received will commence on **February 15, 2018** and you are encouraged to submit your application prior to this date for full consideration, however, the competition will remain open until a successful candidate is found or until otherwise advised on our website.

The Capital Regional District wishes to thank you for your interest and advises that only those candidates under active consideration will be contacted.