

# Fisheries & Wildlife Profile

September 2016

ID	Competency Statement	Type
<b>CATEGORY A: Environmental and Social Impact Assessment</b>		
<b>SUB-CATEGORY 1: Conducting Environmental and Social Impact Assessments</b>		
1	Ensures that the impact assessment scope, criteria and conditions (geographic, environmental, economic, social, and cultural) are defined adequately.	1
2	Develops a project management plan for the impact assessment study	3
3	Determines if sufficient baseline data is available for the impact assessment study.	1
5	Consults with stakeholders to gather information regarding the perceived impacts of development activities on communities, the environment and natural resources.	3
6	Identifies which areas are likely to be significantly impacted by development activities, e.g. biophysical, economic, social, cultural, and heritage resources.	1
7	Assesses environmental and/or social issues, risks or problems, including their cumulative effect and corresponding economic, social and cultural impacts.	3
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>CATEGORY B: Site Assessment (RRR)</b>		
<b>SUB-CATEGORY 2: 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).	1
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.	2
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

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<b>SUB-CATEGORY 3: 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
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>SUB-CATEGORY 4: 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
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>CATEGORY H: Environmental Sampling &amp; Analytical Work</b>		
<b>SUB-CATEGORY 11: 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.).	2
<b>SUB-CATEGORY 12: 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

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102	Maintains appropriate records and ongoing documentation pertaining to field and laboratory analytical work, including regulatory documentation.	1
<b>CATEGORY I: Policy Development &amp; Planning</b>		
<b>SUB-CATEGORY 15: Liaising and Partnering with Stakeholders</b>		
122	Liases with stakeholders to collaborate on environmental stewardship and resolve sustainability issues and concerns.	3
125	Develops partnerships with key stakeholders to enhance environmental stewardship and address sustainability issues and concerns.	3
<b>CATEGORY M: Natural Resources Planning &amp; Management</b>		
<b>SUB-CATEGORY 24: 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
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

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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
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
<b>SUB-CATEGORY 25: Developing and Implementing Plans, Programs and Practices for Ecosystem and Habitat Preservation and/or the Management of Natural Resources</b>		
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
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.	3
213	Implements fisheries and wildlife management and conservation practices such as limiting catch and capture, restocking, banding, and increasing nesting and breeding sites.	1
215	Identifies effective resource management practices, including consideration of cultural and spiritual values of various jurisdictions and stakeholders (including indigenous peoples).	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

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<b>SUB-CATEGORY 26: Monitoring/Evaluating Effectiveness of Programs and Practices Related to Ecosystem and Habitat Preservation and/or Management of Natural Resources</b>		
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).	3
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>CATEGORY N: Environmental Education &amp; Training</b>		
<b>SUB-CATEGORY 29: 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.	3
<b>CATEGORY O: Environmental Research</b>		
<b>SUB-CATEGORY 30: 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
<b>SUB-CATEGORY 31: Conducting Environmental Research/Publishing Results</b>		
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

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CATEGORY Q: Environmental and/or Sustainability Communications & Public Awareness		
SUB-CATEGORY 34: Developing/Implementing Environmental and/or Sustainability Communications and Awareness Programs		
288	Demonstrates an understanding of the fundamental relationships between human activities and the natural environment.	2
290	Demonstrates a working knowledge of environmental legislation, regulation, standards and voluntary agreements	1