Job Class Profile: Aquaculturist

Pay Level: CG-41 **Point Band:** 950-993

Factor	Knowledge	Interpersonal Skills	Physical Effort	Concentration	Complexity	Accountability & Decision Making	Impact	Development and Leadership	Environmental Working Conditions	Total Points
Rating	7	5	4	5	6	6	6	2	5	
Points	327	83	25	24	180	130	124	43	54	990

JOB SUMMARY

The Aquaculturist is responsible for the development, implementation and management of aquaculture research and development initiatives. Responsibilities include co-ordinating the department's efforts in the bio-economic assessment and development of various aspects of the aquaculture industry in the province.

Key and Periodic Activities

- Provides scientific, technical and economic advice to funding agencies, industry and government on the feasibility of aquaculture related initiatives.
- Prepares reports on program and project activities as required.
- Plans, develops, implements and manages aquaculture research activities.
- Conducts field work related to environmental monitoring and research projects.
- Acts as lead on a number of special projects, i.e. infrastructure development and Bay Management areas.
- Recommends approval or rejection of requests to transfer fish into or within the province.
- Provides advice on policies relating to aquaculture and assists in the formulation of legislation and regulations when required.
- Develops and maintains a thorough knowledge of aquaculture development activities on an international basis and uses this knowledge to enhance development of the local industry.
- Represents the department on provincial and national committees relating to aquaculture research and development.
- Travels on a national and international basis to gather information to further assist the development of the industry.
- Other related duties.

SKILL

Knowledge

General and Specific Knowledge:

- Aquaculture Strategic Development Program.
- New developments and trends in the aquaculture industry.

Formal Education and/or Certification(s):

— Minimum: Undergraduate Degree in Science (Aquaculture related).

Years of Experience:

— Minimum: 4 – 5 years.

Competencies:

— Written communication skills.

— Research skills.

— Ability to communicate complicated and conceptual ideas.

— Conduct analysis and assessment.

— Mathematical analysis using computer models.

— Operate a boat, barges and hydraulic long line equipment.

— Repair or calibrate oceanographic equipment.

Interpersonal Skills

— A range of interpersonal skills such as listening, gathering and providing routine information is required when dealing with clients and discussing policies and regulations. Providing complex information and direction is also a common occurrence when reviewing an application for funding. Often contact is made with the client to obtain additional information and then discussed with other staff. Provides advice to clients on policy and regulations. May also be involved with negotiating contracts and/or agreements when assigned as project lead.

— Occasionally, acts as departmental representative at Trade Shows and chairs or facilitates meetings with government and industry officials. When chairing committees, efforts are made to gain the co-operation of others to ensure consensus is achieved, at times dealing with upset individuals and resolving disputes.

— Most significant contacts are the Director/Manager; other departmental staff; Industry and other government agencies (Federal and Provincial).

EFFORT

Physical Effort

— The demands of the job regularly result in considerable fatigue, requiring periods of rest.

— Lifting or moving objects over 50 lbs., such as equipment and supplies required to be placed on boats, occurs occasionally. These include coolers, ice and samples.

— As travel throughout the province is required, driving occurs on a regular basis.

— Fine finger/precision is required when using a computer to write letters, briefing notes and reports. Uses computer software to create databases for environmental data and to model feed consumption and growth information and conduct analysis.

— Walking, and occasionally climbing, is necessary when conducting field work.

Concentration

— **Visual and auditory** demands are a regular requirement when working on a computer for extended periods of time and during field season when operating boats and driving a vehicle.

- Activities such as performing mathematical calculations and data analysis can be **repetitious and require alertness**.
- **Higher than normal level of attentiveness/alertness** is needed when driving, collecting data and while in an open boat.
- **Time pressures and deadlines** are experienced when having to respond to requests from Executive personnel for briefing notes and/or discussion papers.
- During field season, when operating the department's research vessel, it requires **eye/hand coordination.**
- **Exact results and precision** are required when calibrating sensors for data collection, using calibrated oceanographic equipment to collect and record data and to perform measurements.

Complexity

- Tasks range from repetitive/well defined to different and unrelated. A broad range of skill and knowledge is required to perform the more advanced activities. For example, when assessing funding/license applications, a review is conducted for biological, technical and economical correctness. As a result of this analysis, provides advice on whether to accept or reject an application.
- Required to keep abreast of trends and developments in the aquaculture industry. Therefore, drafting of policies and assisting in the formulation of legislation and regulations is a key activity.
- Challenges/problems/issues can be addressed by following procedures and/or guidelines, however, at times these must be defined and practical solutions founds. For example, positions are responsible for environmental and biological monitoring programs. Part of this may include providing input into adapting current monitoring programs established by federal government departments to suit the province's environment.
- Reference material available includes acts and regulations, policy and procedures manual and journals.

RESPONSIBILITY

Accountability and Decision-Making

- Works tasks and activities are moderately prescribed or controlled.
- Decisions can be made on whether or not to allow a transfer of fish in the province. Advice is provided on any decision that would affect policy, licensing, funding, etc. Decisions are made regarding field work and site visitation.
- Travel, purchases, overtime and annual leave must be approved by supervisor.
- Acts independently and must exercise a high degree of discretion and judgement to interpret directions and apply guidelines when providing information and data to growers, particularly if it relates to other potential clients.
- Provides advice on the technical, biological and economical suitability of various applications to the province and to growers operating or wishing to operate in the province.
- Chairs committees consisting of industry/government officials.

Impact

- Impacts are felt internally within the immediate work area/department/government as well as externally with clients and the general public.
- Work activities impact equipment, processes and systems, information, finances, facilities, corporate image and the aquaculture industry.
- The consequences of a mistake or error can impact all of the above, especially if data is lost in the field as it will result in increased cost. When evaluating an application for funding, it is critical that the information used in the analysis is accurate as it will impact the client.
- The risk or consequences of an error is mitigated as a result of work review.

Development and Leadership of Others

- Not responsible for supervision of staff.
- Provides occasional advice and orientation to students and new employees.
- Organizes and co-ordinates work of contractors who are involved in fabrication work of a site and periodically takes a lead role for special projects relating to infrastructure development and various monitoring programs.

WORKING CONDITIONS

Environmental Working Conditions

- Safety equipment such as hard hats, steel toed boots, high visibility vests (on construction sites such as wharves), personal flotation devices (when conducting fieldwork) gloves, goggles, respirator or fume hood (when mixing, handling and transporting hazardous/toxic chemicals) is required.
- There is limited likelihood for injuries or illnesses resulting from hazards.
- Travel is required on a regular basis to conduct fieldwork and perform site visits.
- Exposure to wet or slippery surfaces, dangerous heights or depths, dirt, dust, filth or garbage, vibration, hazardous chemicals, toxic or poisonous chemicals, odours, isolation, awkward or confining workspaces, temperature extremes, sharp objects, heavy machinery and adverse weather conditions occurs on a regular basis.
- Occasionally exposed to fumes, limited ventilation and lighting.