

Apply By: Monday, May 24, 2021 11:59 pm EDT

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TALENT POOL - CONSERVATION OFFICER

Organization: Ministry of Natural Resources and Forestry

Division: Enforcement Branch

City: Any City

Job Term: Permanent

Job Code: 41106 - Resource Tech 4-Conserv Officer

Salary: \$35.24 - \$39.28 Per Hour*
*Indicates the salary listed as per the
OPSEU Collective Agreement.

Posting Status: Open

Job ID: 162438



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The Job

Our Enforcement Branch is looking for motivated individuals to apply their passion for the outdoors, natural resources protection and ensuring public safety to fill the role of Conservation Officer. If you're a service-focused and team-oriented professional who is eager to advance your career in natural resource conservation, consider joining our team!

The Ministry

The Ministry of Natural Resources and Forestry oversees the Province's natural resources and works to safeguard Ontario's forests, fisheries, wildlife, mineral aggregates, Crown lands and waters. We are committed to protecting and managing these natural resources for present and future generations of Ontarians. For more information about our ministry, please click on the following link: [Ministry of Natural Resources and Forestry](#)

The Location

Conservation Officer positions exist all across Ontario. This competition will be used to create an eligibility list of qualified candidates to fill upcoming permanent and temporary vacancies that may arise within the next eighteen months following the closing date of the job ad posting, in any of the following locations:

Northeast Region: Bracebridge, Blind River, Chapleau, Cochrane, Espanola, Gogama, Hearst, Kapuskasing, Kirkland Lake, Mindemoya, New Liskeard, North Bay, Parry Sound, Sault Ste. Marie, South Porcupine, Sudbury, Wawa

Northwest Region: Atikokan, Dryden, Fort Frances, Geraldton, Ignace, Kenora, Nipigon, Red Lake, Sioux Lookout, Terrace Bay, Thunder Bay

Southern Region: Aurora, Aylmer, Bancroft, Belleville, Chatham, Clinton, Cornwall, Guelph, Kemptville, Kingston, Midhurst, Minden, Owen Sound, Perth, Pembroke, Peterborough, Picton, Vineland, Wheatley

What can I expect to do in this role?

As a member of our enforcement team, you will participate in the delivery of a multi-service integrated compliance program by:

- conducting investigations, gathering evidence, completing legal documents, acting as an agent on behalf of the Crown for court prosecutions, and providing testimony in court;
- participating in undercover and special investigations and conducting regular audits/inspections of resource users, licence issuers, commercial operators (e.g. trappers, aggregates companies), identifying, investigating, and reporting on instances of non-compliance (e.g. use of illegal fish nets), apprehending violators (e.g. night hunters and/or careless hunters), and laying charges as appropriate;
- providing education and information related to natural resource management and protection to various client groups.

Note that the positions will require the incumbents to:

- work shifts, weekends and holidays
- travel for extended periods of time
- work in remote and isolated locations

How do I qualify?

Mandatory

- The position requires the successful candidates to have a valid class G driver's license or equivalent. The offer of employment is conditional upon the successful candidate providing proof that s/he has a valid driver's license upon being hired.
- You possess a valid Standard First Aid and CPR certificate.
- You either possess or have the ability to obtain a Pleasure Craft Operator's Card.
- You can provide proof of having passed the Ontario Hunting License Examination or equivalent.
- You can provide proof of having passed the Canadian Firearms Safety Course or possess a Possession and Acquisition Firearms Licence.
- You have the ability to pass psychological and physical assessments to determine suitability and fitness for the position.
- You have the ability to qualify as a Conservation Officer, which includes the ability to successfully complete Basic Constable Training at the Ontario Police College.

Specialized Technical Knowledge:

- Knowledge of natural resource management principles, including: areas of commercial/sport fisheries, game/non-game species of wildlife, wildlife in captivity, aggregates resource management, and public land usage.
- Proficiency in the sports of hunting and fishing, handling firearms and other sporting equipment.
- Proficiency in the operation of related recreation vehicles (eg. watercraft, snowmobiles, ATV's, etc.).

Problem-Solving and Situational Judgment:

- Ability to exercise sound judgment in stressful and potentially threatening situations.
- Strong problem-solving skills to identify underlying issues, link issues with regulatory requirements and recommend appropriate corrective measures to address challenging situations.
- Identify, and take necessary, appropriate and timely action in response to, complex and/or critical issues.
- Sound judgement to evaluate and consider situational factors to make independent, timely decisions that align with policies, procedures and legislation.
- Organizational skills to effectively manage multiple tasks, schedule workload and meet specific deadlines/timeframes.

Conflict Resolution and Relationship Building Skills:

- Experience developing and maintaining harmonious relationships, responding appropriately and providing direction to diverse internal and external clients in a professional manner.
- Ability to influence and persuade others to adopt a specific course of action.
- Ability to identify potential conflicts, facilitate open and constructive dialogue, and proactively address and help defuse potential issues, reaching peaceful solutions in volatile situations.

Communication Skills:

- Oral communication and active listening skills to tactfully explain complex policies, procedures and techniques, and to help ensure information is understood.
- Presentation skills to prepare and deliver presentations to public interest groups (eg. fish and game clubs, naturalist groups, public schools, etc.)
- Written communication skills to accurately document information and prepare reports and court documents.
- Proficiency with common office software applications (email, word processing, spreadsheets, internet, data entry).

Enforcement and Compliance expertise:

- Experience identifying situations of non-compliance and assessing the associated level of risk to determine appropriate corrective actions to achieve outcomes.
- Proven ability to accurately interpret, apply and enforce policies, procedures and legislation, and relay compliance-related information to others.
- Experience applying knowledge of enforcement and investigation techniques, methods and procedures, rules of evidence, lawful searches and seizures.

Additional Information:

Address: • Permanent, Any City, Anywhere in Ontario , Criminal Record and Judicial Matters Check (Fingerprint Based), Annual CRJMC, Credit History Check, Local Police Databases Search

Compensation Group: Ontario Public Service Employees Union

Schedule: 4.7

Category: Corrections and Enforcement

Posted on: Monday, May 3, 2021

Note:

- The number of positions to be filled has not been identified at this time. This competition will be used to create an eligibility list of qualified candidates to fill upcoming opportunities within the next eighteen months following the closing date of the job ad posting.
- In accordance with the Ontario Public Service (OPS), Employment Screening Checks Policy (ESCP), the top candidate(s) may be required to undergo a security screening check. Refer to the above to determine the screening checks that are required for this position.

Required security screening checks along with your written consent, will be sent to the Transition and

Security Office (TSO), Talent Acquisition Branch (TAB), HR Service Delivery Division (HRSD) to evaluate the results. If applicable, the TSO, with your written consent, will request and obtain any additional employment screening checks that were not obtained directly by you.

A record under the Criminal Code and/or other federal offence record(s) does not automatically mean you will be ineligible for the position. The employment screening check(s) will only be reviewed and evaluated by the TSO for the purpose of making a security clearance decision. The details of an individual's employment screening check(s) will be considered in specific relation to the duties and responsibilities of the position being filled. Employment screening check records will be maintained by the TSO and kept strictly confidential.

- The information that you provide for the purpose of this competition and the results from this competition may be used to fill other positions. These positions may be of various tenures including short-term assignments. Your information and the results from this competition will be retained for the purpose of filling vacancies in accordance with the applicable collective agreement or policy provisions.

How to apply:

1. You must **apply online**.
2. Your cover letter and resume combined should not exceed five (5) pages. For tips and tools on how to write a concise cover letter and resume, review the **Writing a Cover Letter and Resume: Tips, Tools and Resources**.
3. Customize your cover letter and resume to the qualifications listed on the job ad. Using concrete examples, you must show how you demonstrated the requirements for this job. We rely on the information you provide to us.
4. Read the **job description** to make sure you understand this job.
5. OPS employees are required to quote their WIN EMPLOYEE ID number when applying.
6. If you require a disability related accommodation in order to participate in the recruitment process, please **Contact Us** to provide your contact information. Recruitment Services staff will contact you within 48 hours.

Please be advised that the results of this competition may be used to form an eligibility list of qualified candidates to potentially fill future vacancies represented by the Ontario Public Service Employees Union (OPSEU). In accordance with the Collective Agreement, eligibility lists are shared with OPSEU representatives. By applying to this competition, you are providing consent that your name may be shared with OPSEU representatives.

All external applicants (including former employees of the Ontario Public Service) applying to a competition in a ministry or Commission public body must disclose (either in the cover letter or resume) previous employment with the Ontario Public Service. Disclosure must include positions held, dates of employment and any active restrictions as applicable from being rehired by the Ontario Public Service. Active restrictions can include time and/or ministry-specific restrictions currently in force, and may preclude a former employee from being offered a position with the Ontario Public Service for a specific time period (e.g. one year), or from being offered a position with a specific ministry (either for a pre-determined time period or indefinitely). The circumstances around an employee's exit will be considered prior to an offer of employment.

Remember: The deadline to apply is **Monday, May 24, 2021 11:59 pm EDT**. Late applications will not be accepted.

We thank you for your interest. Only those selected for further screening or an interview will be contacted.

Job advertisements for positions that have been designated bilingual will be provided in both English and French on the website. Positions that are not designated bilingual are not translated and are displayed in English only on both the English and French versions of the website.

Les annonces d'emploi pour les postes désignés bilingues sont publiées en anglais et en français sur le site Web. Les annonces pour les postes qui ne sont pas désignés bilingues ne sont pas traduites et elles figurent en anglais seulement, tant dans la version française que dans la version anglaise du site.

**The Ontario Public Service is an inclusive employer.
Accommodation is available under the Ontario Human Rights Code.**

Note: The only website where you can apply on-line for positions with the Ontario Public Service is <http://www.gojobs.gov.on.ca>

