

# Conservation Officer

## **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 eager to advance your career in natural resource conservation, consider joining our team!

Click here for additional information about the [Conservation Officer](#) role.

## **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 Ontario Public Service (OPS) is committed to being an employer of first choice, creating a positive and inclusive work environment.

We offer:

- a defined benefit pension plan
- maternity and parental leave top-up benefits, which include adoptive parents
- comprehensive health plan
- life and disability insurance
- flexible work arrangements
- collegial and professional work culture
- career growth and development opportunities across multiple business areas
- on-the-job training to support your success in the role

## **OPS Commitment to Diversity, Inclusion, Accessibility, and Anti-Racism:**

We are committed to build a workforce that reflects the communities we serve and to promote a diverse, anti-racist, inclusive, accessible, merit-based, respectful and equitable workplace.

We invite all interested individuals to apply and encourage applications from people with disabilities, Indigenous, Black, and racialized individuals, as well as people from a diversity of ethnic and cultural origins, sexual orientations, gender identities and expressions.

Visit the [OPS Anti-Racism Policy](https://www.ontario.ca/page/ontario-public-service-anti-racism-policy) <<https://www.ontario.ca/page/ontario-public-service-anti-racism-policy>> and the [OPS Diversity and Inclusion Blueprint](https://www.ontario.ca/page/ops-inclusion-diversity-blueprint) <<https://www.ontario.ca/page/ops-inclusion-diversity-blueprint>> pages to learn more about the OPS commitment to advance racial equity, accessibility, diversity, and inclusion in the public service.

We offer employment accommodation across the recruitment process and all aspects of employment consistent with the requirements of Ontario's [Human Rights Code](http://www.ohrc.on.ca/en/ontario-human-rights-code) <<http://www.ohrc.on.ca/en/ontario-human-rights-code>>. Refer to the application instructions below if you require a disability-related accommodation.

## **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) and 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.

**Locations:** Aurora, Blind River, Chapleau, Cochrane, Geraldton, Kapuskasing, Red Lake, Terrace Bay

## **How do I qualify?**

### **Mandatory:**

- The position requires the successful candidates to have a valid class G driver's licence or equivalent. The offer of employment is conditional upon the successful candidates providing proof that they have a valid driver's licence upon being hired.
- You possess or have the ability to obtain a valid Standard First Aid and CPR certificate.
- You possess or have the ability to obtain a Pleasure Craft Operator's Card.
- You have completed or have the ability to pass the Ontario hunter education course and associated exam.
- You have completed or have the ability to successfully complete the Canadian Firearms Safety Course or possess a Possession and Acquisition Firearms Licence.
- You will be required to pass a psychological suitability assessment for the position.
- You have the ability to qualify as a Conservation Officer, which includes the ability to successfully complete initial recruit training as well as annual qualifications in firearms and defensive tactics.
- You must provide proof of having a valid, accepted law enforcement physical fitness assessment, including Physical Abilities Requirement Evaluation (PARE), Physical Readiness Evaluation for Police Constable (PREP) or Épreuve standardisée d'aptitudes physiques ESAP-ENPQ Police 2017 to determine suitability prior to being offered the position.
- The bilingual position also requires proficiency in English and French.

**(Click on "[View More Information](#)" link for additional details)**

### **Communication skills:**

- You deal tactfully with the public, staff and media.
- You can prepare and deliver presentations to public interest groups (e.g., fish and game clubs, naturalist groups, public schools).
- You are proficient in responding to requests for information verbally and in writing.
- You can prepare legal court documents.
- You can provide testimony in court.

### **Technical knowledge:**

- You have knowledge of natural resource management principles (e.g., areas of commercial/sport fisheries, game/non-game species of wildlife).
- You have the ability to interpret and apply related legislation (e.g., Fisheries Act, Fish and Wildlife Conservation Act, 1997).
- You are proficient in the sports of hunting and fishing, and handling firearms and other sporting equipment.
- You are proficient in the operation of related recreation vehicles (e.g., watercraft, snowmobiles, ATVs).

### **Enforcement skills:**

- You have experience in ensuring compliance with legislation, policies or regulations.
- You have knowledge of enforcement and investigation techniques, methods and procedures.
- You have knowledge of rules of evidence, lawful searches and seizures to conduct investigations and gather evidence.
- You have knowledge of legal documents and court procedures to prosecute violators.

### **Negotiation and conflict resolution skills:**

- You are able to exercise sound judgment in stressful and potentially threatening situations.
- You are able to reach peaceful solutions in volatile situations.
- You are able to promote and influence compliance with related legislation and standards.

### **Analytical and investigation skills:**

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

### General skills:

- You have the ability to work independently, without direct supervision, and as a part of a team.
- You have organizational and planning skills.
- You are proficient with a variety of computer software applications (e.g., word processing, spreadsheet, email, internet).

**Salary Range:** \$35.95 - \$40.07 Per Hour

### Additional Information:

- 1 Permanent, 227 Howey St, Red Lake, North Region, Criminal Record and Judicial Matters Check (Fingerprint Based), Annual CRJMC, Credit History Check, Local Police Databases Search
- 1 Permanent, 208 Beamish Ave, Geraldton, North Region, Criminal Record and Judicial Matters Check (Fingerprint Based), Annual CRJMC, Credit History Check, Local Police Databases Search
- 1 Permanent, 1004 Highway 17, P.O. Box 280, Terrace Bay, North Region, Criminal Record and Judicial Matters Check (Fingerprint Based), Annual CRJMC, Credit History Check, Local Police Databases Search
- 1 Permanent, 2-4 Hwy 11 S, Cochrane, North Region, Criminal Record and Judicial Matters Check (Fingerprint Based), Annual CRJMC, Credit History Check, Local Police Databases Search
- 1 Permanent, 190 Cherry St, Chapleau, North Region, Criminal Record and Judicial Matters Check (Fingerprint Based), Annual CRJMC, Credit History Check, Local Police Databases Search
- 1 Temporary, duration up to 12 months (with the possibility of extension), 227 Howey St, Red Lake, North Region, Criminal Record and Judicial Matters Check (Fingerprint Based), Annual CRJMC, Credit History Check, Local Police Databases Search
- 1 Permanent, 50 Bloomington Rd W, Aurora, Central Region, Criminal Record and Judicial Matters Check (Fingerprint Based), Annual CRJMC, Credit History Check, Local Police Databases Search
- 1 Permanent, 122 Government Rd W, Kapuskasing, North Region, Criminal Record and Judicial Matters Check (Fingerprint Based), Annual CRJMC, Credit History Check, Local Police Databases Search
- 1 Bilingual Permanent, 62 Queen Ave, Blind River, North Region, Criminal Record and Judicial Matters Check (Fingerprint Based), Annual CRJMC, Credit History Check, Local Police Databases Search

### Note:

- [This ad is also available in French.](#)
- 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), Corporate Talent Programs Branch, Talent and Leadership Division 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.

Please apply online, only, at [www.ontario.ca/careers](http://www.ontario.ca/careers), by **Friday, December 16, 2022**, by entering **Job ID 190733, 190735, 190736 and/or 191658** in the Job ID search field. Please follow the instructions to submit your application. Faxes are not being accepted at this time.

If you require accommodation in order to participate in the recruitment process, please contact us at [www.gojobs.gov.on.ca/ContactUs.aspx](http://www.gojobs.gov.on.ca/ContactUs.aspx) to provide your contact information. Recruitment Services staff will contact you within 48 hours. Only those applicants selected for an interview will be contacted.

The Ontario Public Service is an inclusive employer. Accommodation will be provided in accordance

with Ontario's *Human Rights Code*.

[www.ontario.ca/careers](http://www.ontario.ca/careers)