

TITLE: PARK RANGER
CLASSIFICATION: NR3

ORGANIZATIONAL CONTEXT

Alberta's parks inspire people to discover, value, protect and enjoy the natural world and the benefits it provides for current and future generations. Park Rangers play key roles in facilitating safe and positive experiences for park visitors.

As important members in a team of permanent, seasonal, and volunteer workers this position helps ensure that site conditions allow campers and day visitors to experience some of the most beautiful landscapes in the province, both in a sustainable and safe way.

Acting as ambassadors for the protection of Alberta's rich natural heritage and for responsible park use and enjoyment, Park Rangers support the mandated purposes of parks and provincial recreation areas as described in the Provincial Parks Act.

JOB OVERVIEW

Park Rangers are passionate about protecting the environment, wildlife and park visitors. Park Rangers are the primary field contact for park visitors and dedicated to educating and encouraging voluntary compliance with parks legislation. This position actively supports a positive camping and recreational experience by providing high-quality customer service, delivering information, and supporting issue resolution. Travel by foot, bike, motor vehicle, or off-highway vehicle to rove trails, campgrounds, and day use areas to meet and communicate with a wide range of park users. A strong understanding of Alberta Legislation is necessary to educate visitors and stakeholders of park rules, as well as encourage voluntary compliance when required.

This service-focused position also assists in public safety by providing aide and support with incidents, accidents or emergencies that affect park operations in both front and back country settings. This will include monitoring site conditions, responding to issues, and fostering respectful behavior through information sharing and education. This position would also assist as needed with search and rescue, medical incidents, evacuations, area closures, fire bans, and wildlife warnings.

A strong understanding of health and safety related legislation, initiatives, and procedures allows Park Rangers to contribute to safe operational environments and initiate emergency response protocols for public and workers.

Parks are healthiest and most resilient with the support of the communities that use and care for them. This position assists with maintaining constructive relationships with permit holders, facility operators, volunteers, and other

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stakeholders. They will work collaboratively with other work area staff to ensure effective and efficient operations within their designated park or district.

ACCOUNTABILITIES

- **PUBLIC ENGAGEMENT/INFORMATION IN THE FIELD**
 - IMPLEMENT RESPONSES TO BASIC SITE OPERATION ISSUES
 - ASSIST MAJOR RECREATIONAL AND VOLUNTEER GROUPS WITH ON-SITE USE
 - FOSTER RESPONSIBLE CONDUCT AND REMIND VISITORS OF APPROPRIATE BEHAVIOUR AT THE SITE AND/OR PARK THROUGH OBSERVATION, EDUCATION AND OUTREACH
 - ROVE PARKS AND CAMPGROUNDS TO ENGAGE AND INFORM PARK VISITORS OF KEY MANAGEMENT MESSAGING, CAMPGROUND RULES AND EXPECTATIONS AND PUBLIC SAFETY MESSAGING
- **VISITOR MANAGEMENT**
 - OBSERVE, COLLECT AND REPORT ON VISITOR NUMBERS, DEMOGRAPHICS AND INTERACTION STATISTICS
 - ADDRESS FRONT LINE CAPACITY PRESSURES AS DIRECTED BY TEAM LEAD
 - INITIATE, AND IN SOME INSTANCES CONDUCT CAMPGROUND COMPLIANCE WHERE APPLICABLE
- **CONFLICT AND ISSUE RESOLUTION**
 - PROVIDE SUPPORT AND ASSISTANCE TO STAFF WHEN RESOLVING ISSUES CONCERNING CAMPER OR VISITOR CONCERNS/ISSUES
 - ASSIST STAFF WITH EMERGENCY RESPONSE CONTACTS AND SUPPORT IN CONFLICT SITUATIONS
- **PUBLIC SAFETY AND OCCUPATIONAL HEALTH AND SAFETY PREPARATION AND RESPONSE**
 - ENSURES ALL WORK ACTIVITIES FOR STAFF ARE CONDUCTED WITHIN OH&S REGULATIONS, POLICIES AND PROCEDURES
 - PARTICIPATE IN OCCUPATIONAL HEALTH AND SAFETY REPORTING (HAZARD ASSESSMENTS, INCIDENT REPORTING, ETC.)
 - UNDERSTAND AND BE FAMILIAR WITH EMERGENCY RESPONSE PLANS
 - INITIATE EMERGENCY RESPONSE PROTOCOL IN EMERGENCY SCENARIOS
 - SUPPORT EXTERNAL AND INTERNAL AGENCIES IN RESPONSE TO PUBLIC SAFETY MATTERS
 - ASSIST WITH IMPLEMENTATION AND MAINTENANCE OF PUBLIC SAFETY PROGRAMS INCLUDING KIDS DON'T FLOAT, SWIM LINE AND BUOY INSTALLATION/REMOVAL, SKI AND MOUNTAIN BIKE PATROLS
- **RESOURCE MANAGEMENT**
 - SUPPORT IMPLEMENTATION OF COMMUNICATIONS PLANS AROUND PROBLEM AND NUISANCE WILDLIFE ISSUES
 - ASSIST WITH WILDLIFE ISSUE MANAGEMENT AS REQUIRED
 - ADVISE PUBLIC OF ANY PUBLIC HEALTH CONCERNS (POTABLE WATER, BEACHES, SWIMMING AREAS)
 - PARTICIPATE IN PATROLS OF BACKCOUNTRY AND FRONT COUNTRY AREAS FOR MONITORING OF RESOURCES AND ASSETS, VISITOR MANAGEMENT
 - COLLECT, MONITOR, AND SUBMIT RECREATIONAL WATER SAMPLES AND LEVELS
- **SITE, TRAIL AND/OR INFRASTRUCTURE MAINTENANCE**
 - ASSIST WITH TRAIL WORK AND GENERAL MAINTENANCE AS REQUIRED, INCLUDING CLEARING BRUSH AND DEADFALL
 - PERFORM MINOR MAINTENANCE DUTIES, LIGHT MANUAL LABOUR AND SPECIAL PROJECTS, TO ASSIST PROGRAM AREA STAFF
- **PERMIT AND GENERAL ADMINISTRATION**
 - MONITOR AND SUPERVISE PERMITTED ACTIVITIES AND ENSURE ALL ACTIONS CARRIED OUT BY PERMITEES FALL WITHIN ESTABLISHED GUIDELINES AND ARE IN COMPLIANCE WITH PERMIT CONDITIONS AND LEGISLATION. TAKE ACTION TO RECTIFY ANY DEFICIENCIES OR CONCERNS
 - COMPLETE TIMESHEETS, MONITOR PROGRAM VEHICLE MAINTENANCE AND REPAIRS AND ADHERE TO OTHER ADMINISTRATIVE PROCESSES

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- **COLLECTION AND TRANSPORTATION OF CAMPGROUND REVENUES**

JOB REQUIREMENTS

Minimum Education and Experience:

- High school diploma and Related Experience.
- Equivalencies one year experience for one year education, or one year education for one year experience considered.
 - Preference will be given to candidates enrolled in or having completed post-secondary education in Natural Resources, Environmental Sciences, Recreation or Tourism Management, Conservation Enforcement, or other related programs.
 - Preference may be given to candidates having experience in Parks, Lands, Wildfire, Public Education, or roles that require strong communication skills.

Additional Requirements:

- Standard First aid with CPR C and AED
- Class 5 driver's license
- Successful applicants must produce a Driver's Abstract, 5 demerits or less, at time of hire
- Successful candidates must provide a Criminal Record Check with Vulnerable Sector Clearance at time of hire

Assets to the role include the following:

- Knowledge of Provincial and Federal Acts and Legislation (including, but not limited to: Occupational Health and Safety, Provincial Parks, Fisheries, and Wildlife)
- Conflict management/ resolution experience
- Outdoor skills and experience in outdoor activities (navigation skills, backcountry travel, working alone)
- Knowledge of Alberta flora and fauna
- Knowledge of Indigenous culture
- Knowledge of assorted hand and power tools
- Incident Command Systems familiarity (ICS)
- OHV certification
- Chainsaw certification
- Wilderness first aid
- Verbal Judo Certification, or similar Effective Communication certifications

BEHAVIOURAL COMPETENCIES

- 1) Build Collaborative Environments (Level B)
 - a. Facilitates open communication and leverages team skill
 - b. Leverages skills and knowledge of others
 - c. Genuinely values and learns from others
 - d. Facilitates open and respectful conflict resolution
 - e. Recognizes and appreciates others

Job applications:

- Co-ordinating with a variety of work teams through strong communication.
- Collaborating with and supporting all staff departments on various tasks/projects.
- Respecting and understanding the needs and requests of others when sharing resources.

- 2) Agility (Level B)
 - a. Works in a changing environment and takes initiative to change
 - b. Takes opportunities to improve work processes

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- c. Anticipates and adjusts behaviour to change
- d. Remains optimistic, calm and composed in stressful situations
- e. Seeks advice and support to change appropriately
- f. Works creatively within guidelines

Job applications:

- Able to stay calm and think on feet during high-stress situations.
- Understands who to ask for help when dealing with a wide variety of issues.
- Identifies potential inefficiencies and creatively seeks to improve them.

3) Creative Problem Solving (Level B)

- a. Focuses on continuous improvement and increasing breadth of insight
- b. Asks questions to understand a problem
- c. Looks for new ways to improve results and activities
- d. Explores different work methods and what made projects successful; shares learning
- e. Collects breadth of data and perspectives to make choices

Job applications:

- Resolving issues with visitors/campers.
- Solving problems quickly with short notice and potentially with limited resources.
- Works with other staff to gain perspectives and ideas for a group-driven solution.

4) Develop Networks (Level A)

- a. Maintains collegial internal relationships and understands external network
- b. Seeks to understand perspectives and needs of others
- c. Follows through, has integrity and respect for others
- d. Helps and follows through
- e. Keeps key stakeholders informed; is professional and respectful

Job applications:

- Works collaboratively with different work teams to complete tasks/resolve issues.
- Liaises between permit holders, lease holders, facility operators, etc.
- Maintains communication through ongoing relationships with staff, park visitors, partner organizations, and Indigenous communities.