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The British Columbia Forest Practices Board is seeking a Part-Time Board Member

Structure and Mandate

The Forest Practices Board (the Board) is an administrative tribunal established under the *Forest and Range Practices Act* (FRPA) and the *Wildfire Act*. The Board conducts independent audits of forest and range practices and the adequacy of government enforcement; investigates complaints from the public; conducts special investigations; appeals certain decisions to the Forest Appeals Commission; and reports on whether the provisions of FRPA and the *Wildfire Act* are met. The Board publicly reports its findings, conclusions and recommendations.

The Board has a full-time chair and several part-time members, including a vice-chair. It has a staff of 19, and an annual budget of \$3.8 million. More information about the Forest Practices Board is available at: <https://www.bcfpb.ca>

Strategic Direction

Mandate: The Forest Practices Board serves the public interest as the independent watchdog for sound forest and range practices in British Columbia.

Our work encourages:

- Sound forest and range practices that warrant public confidence
- Fair and equitable application of the *Forest and Range Practices Act* and the *Wildfire Act*
- Continuing improvements in forest and range practices

Management of public forest and range resources is complex, controversial, and constantly evolving to respond to a changing natural environment, changes in global economies, and changing demands from society. These factors all shape the Boards programs.

The Board's Policies and Procedures guide the organization in achieving its mandate and the key ones are available at: <https://www.bcfpb.ca/board/policies/>

The Board's Strategic Plan sets the current direction for the organization and is available at: <https://www.bcfpb.ca/reports-publications/reports/strategic-plan-2019-2022/>

Governance Structure

The Minister of Forests, Lands, Natural Resource Operations and Rural Development (FLNRORD) is responsible for the Board; however, the Board maintains independence from the ministry in all aspects of its operations. The Board has its own budget vote and legal counsel, and directly manages its own communications and information technology.

The Chair and part-time board members set strategic direction for the organization by setting strategic goals and defining policy. Members also provide guidance on specific audits and investigations by sitting as panels that may exercise the powers of the Board to make recommendations.

The Chair is responsible for the effective management and operation of the Board and the organization and allocation of work among its members. The Executive Director manages staff and the day to day operations of the organization, and is accountable to the Board Chair.

Accountabilities

The Board must act within the statutory framework of the relevant legislation, including the *Forest and Range Practices Act* and the *Wildfire Act* and exercise its jurisdiction according to the rules of natural justice and in accordance with administrative law principles.

Board members, including the Chair, are expected to maintain the highest possible standards of behaviour and must be able to demonstrate independent, objective and balanced judgment, fairness, consistency and timeliness. Under section 136(6) of the *Forest and Range Practices Act*, Board members must perform their duties “faithfully, honestly and impartially.” Members must adhere to a Code of Conduct <https://www.bcfpb.ca/board/policies/general/code-conduct/>.

Vacant Position

The position is part time. Members can reside anywhere in British Columbia.

The Board may establish an eligibility list for future appointments.

Diversity and Inclusion

The Board invites people from all regions of our province to apply for this position. Consideration will be given to qualified individuals with a broad range of backgrounds in community, labour and business environments. The selection process will recognize lived experience and volunteer roles as well as paid employment and academic achievements.

To reflect the diversity of our province, women, visible minorities, Indigenous Peoples, persons with disabilities, persons of diverse sexual orientation, gender identity, and others who may contribute to diversity in public sector tribunal appointments are encouraged to put their names forward for appointments.

Responsibilities

Following an orientation, Board Members are responsible for performing the following functions:

1. **Strategic Planning:** The Board sets the strategic direction for the organization and monitors its implementation. This includes establishing and monitoring implementation of the Strategic Plan and developing and monitoring Policies of the Board.
2. **Panel Membership:** The Chair assigns members to Panels of the Board, who are responsible for Board decisions regarding audits and investigations.
3. **Community Outreach:** As requested by the Chair, members may attend events on behalf of the Board and are expected to maintain an understanding of current issues in forest management in BC.

Board Members must be prepared to act consistent with the Board's mandate, values and behaviours, and to follow Board policies when delivering their responsibilities.

Competencies

The following are the behavioural competencies required for the appointment currently under consideration:

Teamwork and Cooperation is the ability to work co-operatively within diverse teams, work groups and across the organization to achieve group and organizational goals. It includes the desire and ability to understand and respond effectively to other people from diverse backgrounds with diverse views.

Cultural Agility is the ability to work respectfully, knowledgeably and effectively with Indigenous people. It is noticing and readily adapting to cultural uniqueness in order to create a sense of safety for all. It is openness to unfamiliar experiences, transforming feelings of nervousness or anxiety into curiosity and appreciation. It is examining one's own culture and worldview and the culture of the Forest Practices Board, and to notice their commonalities and distinctions with Indigenous cultures and worldviews. It is recognition of the ways that personal and professional values may conflict or align with those of Indigenous people. It is the capacity to relate to or allow for differing cultural perspectives and being willing to experience a personal shift in perspective.

Fostering Trust involves knowledge and skills to build and sustain trust in an organization and between the leader and his/her colleagues, through integrity, concern for others and consistent behaviour, following through on commitments and open communications.

Strategic Orientation is the ability to link long-range visions and concepts to daily work, ranging from a simple understanding to a sophisticated awareness of the impact of the world at large on strategies and on choices.

Long Term Focus combines reasoned and realistic judgement and commitment to key outcomes. It demands a blending of visionary thought and drive with pragmatism and perseverance, and has been described as "steering a steady course through uncharted or difficult waters". Individuals with this competency have the ability to maintain the commitment of others, and rely upon self-confidence and insight to meet individual, situational or organizational challenges.

Decisive Insight combines the ability to draw on one's own experience, knowledge and training and effectively problem-solve increasingly difficult and complex situations. It involves breaking down problems, tracing implications and recognizing patterns and connections that are not obviously related. It translates into identifying underlying issues and making the best decisions at the most appropriate time. At higher levels, the parameters upon which to base the decision become increasingly complex and ambiguous and call upon novel ways to think through issues.

Organizational Awareness is the acumen to appreciate and the ability to use the power relationships in either one's own, or other, organization(s). This includes the ability to identify the real decision-makers and the individuals who can influence them; and to predict how new events or situations will affect individuals and groups within the organization.

Qualifications

Knowledge and Experience

- Solid understanding of, and experience providing strategic level direction to, processes and projects aimed towards enhancements of sound forestry and environmental practices;
- knowledge of government and the public sector environment;
- knowledge of current and emerging issues affecting the organization and its industry or sector;
- reputation with those interested in forestry for thoughtful and insightful approach to sound forest practices;
- ability to understand a diverse range of views and to foster respectful discussion of sound forest and range practices, taking a broad perspective that represents the full public interest.

Candidates must have:

- A minimum of 15 years' experience in the field of forestry, range, biology, natural resources, or a related relevant field.
- A minimum of 5 years' experience working on complex natural resource management issues involving matters of public interest, public policy, conflicting uses of resources, or decisions regarding forest or range practices in BC.
- Knowledge of current and emerging issues affecting forest and range practices in BC at multiple scales.
- Familiarity with board governance or organizational management at a level that involves oversight while leaving operational implementation to staff.

Preference for recommendation of an appointment may be given to applicants who possess the required qualifications and also:

- Identify as female, Indigenous, or a visible minority, and/or
- Have experience in non-timber resource management, and/or
- Are familiar with the principles of administrative justice and fairness.

Personal Attributes

Board Members should possess the following personal attributes:

- high ethical standards and integrity in professional and personal dealings;
- proven track record of having a balanced perspective on resource management and of accepting diverse views;
- ability to recognize conflict of interest and duty to recuse in case of direct or indirect conflict of interest;
- able and willing to fulfill the time commitment required to carry out Board responsibilities;

Time Commitment

Normally, the Board meets in person four times per year, usually for two days each. Board members also participate in a monthly, three-hour conference call, and sit as panels on individual files as needed via conference call.

Annual time commitment varies from about 25 to 30 days per year.

Term

The Chair and members of the Tribunal are appointed by the Lieutenant Governor in Council under the *Forest and Range Practices Act*.

Members may be appointed for an initial term of 2-4 years. Based on satisfactory performance, the Chair may recommend re-appointment for a total term of up to six years.

Compensation

Part-time board members are compensated up to a maximum of \$475 for an eight-hour day, and are reimbursed for travel expenses incurred in carrying out their duties as per the *Administrative Tribunals Act* and Treasury Board Directive 1/17.

List of Current Members

A list of current Board members is available at: <https://www.bcfpb.ca/board/board-members/>

Senior Executive

Dave Clarke, Executive Director