

Compliance & Enforcement Officer

Classification: Grid 27, BCGEU Membership

Office Location: Dawson Creek or Terrace

Salary: \$75,771 - \$86,393 – Permanent Full-Time, based on a 35-hour work week.
An additional 10.75% Job Family Market Multiplier will be added to the posted salary.
An additional 3% Location Allowance will be added to posted salary for northern location.

Who We Are:

The BC Energy Regulator (BCER) is the Province of B.C.'s life-cycle energy resources regulator. The BCER is a Crown agency with a mandate to ensure energy resource activities are undertaken in a manner that: protects public safety and the environment, supports reconciliation with Indigenous peoples and the transition to low-carbon energy, conserves energy resources and fosters a sound economy and social well-being.

About the Job:

Please Note: This Compliance & Enforcement Position is focused on inspections and will require field work.

The Compliance & Enforcement Officer conducts investigations and inspections of all energy industry operations to monitor for compliance and initiate enforcement of the Oil and Gas Activities Act and specified enactments and associated regulations. The position works closely with compliance and enforcement officials within other government ministries and agencies to ensure the compliance of the energy industry across B.C.

A detailed list of accountabilities, education and experience is outlined in the job description.

How To Apply: Submit through <https://careers.bc-er.ca/> before the closing date of 02 June 2023 at 11:00 pm.

If you are excited about this role and joining us, we encourage you to apply. Applicants should review the education and experience listed in the job description and clearly articulate how their work experience and skills are aligned with the requirements. Please note, applicants will only be contacted if they are selected to proceed further in the process. An eligibility list with a duration of 6 months may be established.

What We Offer:

The BCER operates under a Hybrid Office Model (telework) whereby employees work from both a home office and a designated BCER office location in order to support our mandate (eligibility may vary, depending on position).

The BCER is proud to be an equal employment opportunity employer. We do not discriminate based on the protected grounds under the Human Rights Code. The BCER is committed to providing reasonable accommodations for the removal of barriers for qualified individuals. If you need assistance or accommodation, please let us know. We acknowledge and respect the many Indigenous Territories and Treaty areas, each with unique cultures, languages, legal traditions and relationships to the land and water, which the British Columbia Energy Regulator's work spans. We also respectfully acknowledge the Métis and Inuit people living across B.C.

If you require any assistance or require more information, you may contact us at: recruitment@bc-er.ca or call 250-419-4463.

The BCER's COVID-19 Vaccination Verification Policy requiring all existing, new, and potential employees to provide proof of their fully vaccinated status as a condition of employment has been suspended.



BRITISH COLUMBIA ENERGY REGULATOR

BC ENERGY REGULATOR
POSITION DESCRIPTION

POSITION TITLE:	Compliance & Enforcement Officer	POSITION #:	573059/573111/573145/573146/573147/ 573149/573150/573151/573152/573153/ 573155/573156/573159/573273/573653/ 573687/573719
DIVISION:	Safety & Compliance	CLASSIFICATION:	Grid 27
Program Area:	Compliance & Enforcement	LOCATION:	Dawson Creek/Terrace
SUPERVISOR'S TITLE:	Supervisor, Compliance & Enforcement/ Manager, Enforcement	POSITION #:	573686/573143/573696/573776
SUPERVISOR'S CLASSIFICATION:	Grid 30	LOCATION:	Fort St John/ Dawson Creek/ Fort Nelson

The BC Energy Regulator (BCER) is the Province of B.C.'s life-cycle energy resources regulator. The BCER is a Crown agency with a mandate to ensure energy resource activities are undertaken in a manner that: protects public safety and the environment, supports reconciliation with Indigenous peoples and the transition to low-carbon energy, conserves energy resources and fosters a sound economy and social well-being.

As a cost recoverable, values driven organization, we prioritize safety, stewardship and Indigenous interests throughout the full project lifecycle – from exploration to reclamation – and support the transition to clean energy. The BCER is committed to reconciliation with Indigenous Peoples, honouring the Provincial commitment to the United Nations Declaration on the Rights of Indigenous Peoples, the Declaration on the Rights of Indigenous Peoples Act, and the Truth and Reconciliation BCER's (TRC) Calls to Action. Through fostering respectful and collaborative relationships with Indigenous partners and stakeholders, the BCER delivers on Government's priorities.

The BCER has an innovative forward-thinking workplace that demonstrates our core values. Through continuous improvement and development, the BCER is agile and responsive to the rapidly changing environment in which we operate. We are diverse and inclusive, with transparency, innovation, and integrity as foundation of our respectful culture.

JOB OVERVIEW

The Compliance & Enforcement Officer conducts investigations and inspections of all energy industry operations to monitor for compliance and initiate enforcement of the *Oil and Gas Activities Act (OGAA)* and specified enactments and associated regulations, the *Petroleum and Natural Gas Act*, *Mines Act*, *the Environmental Assessment Act*, and other applicable legislation.

The position works closely with compliance and enforcement officials within other government ministries and agencies such as the Ministry of Forest, Lands & Natural Resource Operations, Ministry of Agriculture, Ministry of Environment, WorkSafe BC, Environmental Assessment Office, Fisheries and Oceans Canada, Canada Energy Regulator, Environment Canada, and Natural Resource Canada.

ACCOUNTABILITIES

Inspections and Audits

- Conducts inspections pertaining to energy sector activities regulated by the BCER, which may include, but are not limited to, inspection or audit of all phases, required records, tests, equipment and operating practices of well operations, pipeline operations, production facility operations, and roads and associated drainage and engineered structures for compliance with their associated legislation, permits, standards and other requirements.

- May be required to operate mobile or portable air quality monitoring equipment and make basic interpretations of gathered data.

Investigation and Enforcement

- Conducts investigations into suspected non-compliance to related legislation by the energy industry (including environmental audits/ enforcement work such as stream crossings, waste, transportation of hazardous waste etc.), and forms recommendations on appropriate course of action. Recommendations could include warnings, tickets, administrative actions and penalties, contraventions, equipment seizure, cancellation of permits, or recommendation of prosecution.
- Drafts and issues orders requiring shut-in, technical, environmental or safety requirements, or the submission of documents, plans or reports.
- Monitors order requirements and deadlines.
- Maintains and reviews case files and counsels other program staff on improved investigative/ enforcement actions or options.
- Compiles investigative information and writes enforcement reports for use in court or administrative enforcement proceedings. This position may also be required to provide expert testimony in court and administrative proceedings and acts as prosecutor for disputed violation tickets.
- Plans, coordinates, participates and leads investigative teams in the conduct of provincial, inter-provincial, inter-regional or international investigation and enforcement projects.
- Liaises with other program staff to resolve any competing demands for technical support.
- Maintains comprehensive information regarding industry practices as related to enforcement and compliance needs.

Emergency Management

- Attends complaints, incidents, and other emergencies.
- Assumes roles within the BCER emergency response team or represent the BCER on site during incidents as per BCER emergency response procedures.
- Conducts or evaluates root cause investigations.
- May participate in provincial-level emergencies such as fires and floods.

Records and Data Management

- Analyzes submitted information to ensure that it meets administrative requirements of applicable legislative acts and regulations; prepares documents for hearings and court action; maintains inspection reports and summary documents; maintains compliance and/ or enforcement data management system; generates reports, analyzes data, monitors trends and recommends operations improvements.

Media, Public, First Nations Relations

- Provides information to BCER communications contacts on sensitive issues regarding enforcement of legislation; participates in public and First Nations meetings; cooperates with First Nations Liaison Officer, develops job exposure/ shadowing programs for First Nations participants; participates in formal discussions involving industry, government agencies, First Nations and other public interest groups and stakeholders to identify and resolve real and potential conflicts and improve/ enhance industry practice with regard to operational activity; shares information regarding compliance and enforcement program and ensures concerns and issues are mutually understood and addressed.

Working Conditions

- May be required to work in adverse weather conditions and under hazardous working conditions which may require the use of specialized equipment.
- May work under disagreeable conditions with members of the public, stakeholders, industry personnel, and/ or First Nations who may be anti-government, anti-enforcement or hostile in nature. Must be able to exercise tact, diplomacy, and discretion to diffuse potentially confrontational or highly charged situations.

Special Designations

- May be designated as Special Conservation Officers under the *Environmental Management Act*, Mines Inspectors (Health & Safety) under the *Mines Act*, as Inspectors under the *Environmental Assessment Act*, as Officials under the *Agricultural Land Commission Act*, and/ or other designations.

Supervision and Other Duties

- May be required to supervise 1-3 full time employees; may be required to act as Supervisor during absences.

ORGANIZATION CHART

Commissioner, Chief Executive Officer

Executive Vice President, Safety & Compliance

Vice President, Compliance & Operations

Executive Director, Compliance & Enforcement

Supervisor, Compliance & Enforcement / Manager, Enforcement

Compliance & Enforcement Officer (TOPIC POSITION)

EDUCATION AND EXPERIENCE REQUIREMENTS

Education:

- Bachelor's Degree in law enforcement, natural resource management, or a related discipline and 2 years directly related experience with a focus on compliance and enforcement.
- Technical Diploma in law enforcement, natural resource management, or a related discipline and 3 years directly related experience with a focus on compliance and enforcement.
- Grade 12 plus post-secondary courses in law enforcement, natural resource management, and 5 years directly related experience with a focus on compliance and enforcement.
- There will be different combinations of relevant experience, education and/ or training that would result in the person meeting the above standards.

Directly Related Experience Includes:

- Experience in a position specializing in the compliance & enforcement of a broad legislative mandate, such as regulatory law enforcement.

Knowledge and Experience

- Demonstrated experience in the interpretation and application of enforcement of Provincial and Federal legislation.
- Experience working within the criminal and administrative justice systems and procedures, case law and preparation of cases for those venues.
- Experience in conducting investigations including exhaustive research and case preparation; interpreting the law as it applies to applicable legislation and interpreting policies, regulations, and procedures.
- Technical knowledge and experience working with environmental protection management (e.g. water use, waste management, stream classification), and energy industry impact on the environment.
- Thorough knowledge and experience in the safe operation and maintenance of equipment including firearms, vehicles, ATV's, boats, wilderness survival, first aid and handling of dangerous substances.
- Experience conducting inspections related to energy and/ or environmental regulatory requirements.

Skills and Abilities:

- Good interpersonal skills with the ability to deal effectively with the public in enforcement situations; in answering complaints and inquiries and explaining legislation to the public and industry; liaising with other ministries and enforcement agencies and testifying in court or other legal proceedings.
- Skill and ability to work with program staff with differing views and arrive at sound and appropriate solutions to complex enforcement issues.
- Developed ability to resolve conflicts and make sound decisions regarding law enforcement applications, and in assessing safety requirements, often under stressful situations.

KEY COMPETENCIES

Adaptability: Willingness and ability to effectively work in and adapt to change

Initiative: Takes the initiative to identify new challenges or opportunities

Personal Development: Takes responsibility for personal development

Professionalism: Promotes a positive image of the organization by taking personal responsibility for one's role and acts consistent with BCER values

Communication: Ability to clearly convey and receive messages

Teamwork: Working cooperatively and productively with others to achieve results

Contributes to a Positive Work Environment: Behaves in a manner that supports the organization and colleagues

Service Orientation: Takes personal responsibility for addressing client questions and concerns

Process Improvement: Proactively identifies process improvements and takes appropriate steps to implement them

Focus on Priorities: Is able to identify priority activities and remains focused on the highest priorities

Detail Oriented: Sets and attains high standards for quality and accuracy in work

Problem Solving: Uses critical thinking skills to solve problems and achieve effective solutions