

# Natural Resources

## APS Minimum Recruitment Standards

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<b>Subsidiary Agreement:</b>	005
<b>Effective Date:</b>	March 31, 2025
<b>Stream Definition:</b>	This work involves the planning, development, and/or delivery of natural resource management programs on crown lands, privately owned lands, provincial parks, and protected areas, including forests, fisheries, wildlife, and water. Work in this stream may be professional, technical or operational, providing policy and program development, research and analysis, education, compliance assurance, enforcement activities, consultation with stakeholders and/or field support activities.
<b>Minimum Recruitment Standards:</b>	<ul style="list-style-type: none"> <li>Natural Resources 1</li> <li>Natural Resources 2</li> <li>Natural Resources 3</li> <li>Natural Resources 4</li> <li>Natural Resources 5</li> <li>Natural Resources 6</li> <li>Natural Resources 7</li> <li>Natural Resources 8</li> <li>Natural Resources 9</li> </ul>

### Natural Resources 1

**Minimum Recruitment Standard:**

- Some high school education.

**Equivalency:** Directly related experience considered on the basis of: one year of experience for one year of education.

**Special Requirement:** Physically able to perform position duties.

### Natural Resources 2

**Minimum Recruitment Standard:**

- Some high school education plus some related experience (i.e. up to 12 months).

**Equivalency:** Directly related experience or education considered on the basis of: one year of experience for one year of education or one year of education for one year of experience.

**Special Requirement:** Physically able to perform position duties.

## Natural Resources 3

### **Minimum Recruitment Standard:**

- High school diploma plus some related experience (i.e. up to 12 months).

**Equivalency:** Directly related experience or education considered on the basis of: one year of experience for one year of education or one year of education for one year of experience.

### **Special Requirements:**

- Physically able to perform position duties.
- Some positions require eligibility for appointment as a Peace Officer.

## Natural Resources 4

### **Minimum Recruitment Standard:**

- High school diploma plus one year related experience.

**Equivalency:** Directly related experience or education considered on the basis of: one year of experience for one year of education or one year of education for one year of experience.

### **Special Requirements:**

- Physically able to perform position duties.
- Some positions require eligibility for appointment as a Peace Officer.

## Natural Resources 5

### **Minimum Recruitment Standard:**

- A related two-year diploma; no experience required.

**Equivalency:** Directly related experience or education considered on the basis of: one year of experience for one year of education or one year of education for one year of experience.

### **Special Requirements:**

- Some positions may require additional qualifications and/or minimum levels of post-secondary education based on type of work (e.g. Conservation Officers; Fish & Wildlife Officers).
- Some positions require eligibility for appointment as a Peace Officer.
- Some positions require eligibility for professional designation.

## Natural Resources 6

### **Minimum Recruitment Standard:**

- A related two-year diploma plus 3 years related experience.

**Equivalency:** Directly related experience or education considered on the basis of: one year of experience for one year of education or one year of education for one year of experience.

### **Special Requirements:**

- Some positions may require additional qualifications and/or minimum levels of post-secondary education based on type of work (e.g. Conservation Officers; Fish & Wildlife Officers).
- Some positions require eligibility for appointment as a Peace Officer.
- Some positions require eligibility for professional designation.

## Natural Resources 7

**Minimum Recruitment Standard:**

- A related two-year diploma plus 4 years related experience.

**Equivalency:** Directly related experience or education considered on the basis of: one year of experience for one year of education or one year of education for one year of experience.

**Special Requirements:**

- Some positions may require additional qualifications and/or minimum levels of post-secondary education based on type of work (e.g. Conservation Officers; Fish & Wildlife Officers).
- Some positions require eligibility for appointment as a Peace Officer.
- Some positions require eligibility for professional designation.

**For entry-level work involving application of natural science theory:**

- A related degree; no experience required.

**Equivalency:** A related two-year diploma plus 2 years related experience.

**Special Requirement:** Some positions require eligibility for professional designation.

## Natural Resources 8

**Minimum Recruitment Standard:**

- A related degree plus 4 years related experience.

**Equivalency:**

- A related two-year diploma plus 6 years related experience.
- Additional related education considered in lieu of experience on a one-for-one basis.

**Special Requirement:** Some positions require eligibility for professional designation.

## Natural Resources 9

**Minimum Recruitment Standard:**

- A related degree plus 6 years related experience.

**Equivalency:**

- A related two-year diploma plus 8 years related experience.
- Additional related education considered in lieu of experience on a one-for-one basis.

**Special Requirement:** Some positions require eligibility for professional designation.

Last Review / Update: 2026-05-20