



Seasonal Park Ranger Competition

Frequently Asked Questions

For you to be successful, you must clearly represent yourself in your resume and cover letter. Both of these documents are to be submitted to 1GX when you apply.

Q. How do I apply for the position of Park Ranger Lead or Park Ranger?

- The job advertisement is posted on the [Alberta Parks Jobs](#) webpage and the [Government of Alberta career postings webpage](#).
- Please apply online through <https://jobs.alberta.ca/>. You will need to create a candidate account to apply where you will be able to track the status of your application.
- It is important to ensure your cover letter, resume and any other related documents are submitted and saved using the naming convention of your first name then last name (**Joe_Smith**).
- Please ensure that you provide details when identifying skills, talents or experience in any of the aspects advertised as being valuable for this position. For example, if you tell us, you have customer service skills or experience, you must provide details such as where and when you obtained them and to what extent you practiced them.
- Note that skills, talents or experience can be obtained from a wide range of opportunities including education, employment, volunteering, clubs and hobbies. Resumes that do not adequately and clearly represent a candidate's related skills and abilities may not be given further consideration.

Q. Which locations are you recruiting to?

A. Positions are available in a variety of locations across the Province. Positions are usually based out of a designated office or Provincial Park; however, staff may travel throughout a larger area and work in several park locations. For further details on each location being recruited to, please view the District Placement Descriptions PDF. You will be asked to pick your regions you prefer to work for this season. These choices will be indicated in 1GX when you apply. During the interview process we will ask questions on the preference of district or work locations.

Q. What should I expect in the interview?

A. Interviews will be held virtually via Microsoft Teams on weekdays, a weekend, and a few evening spots starting late January into February. We will use a speed interview format that will have maximum of 8 questions. The interview will be competency based, including both behavioral and technical questions. The interview panel will take notes during the interview that helps assess for the skills, knowledge and abilities required for Lead Park Ranger and Park Ranger roles. Please ensure you have a stable internet connection and utilize a laptop connection over using a cell phone. Please ensure your camera and microphone are working. Also, you won't be permitted to use ChatGPT, study notes, or other screens on your computer during the interview.

Teams Speed Interview process:

1. You will be put into a breakout room randomly where you will meet one-on-one with each panel member.
2. There will be 5 breakout room rotations, with a question asked in each of the rooms. You will go into each breakout room twice & then the interview process will be complete.
3. In 4 of the breakout rooms, you will be asked a rated question. The 5th breakout room will not have a rated question. This room will be for administrative & candidate questions.
4. When your room is assigned and the session is opened, you may see a 'Join Room' button at the top of your screen. You can use it to join the room quickly; otherwise, you will be placed into the room automatically after 10 seconds.
5. Once you enter the breakout room, please turn on your camera and microphone. You will have 5 minutes in each room. There is a timer countdown that appears in the top corner—please use this to manage your time. Once the 5 minutes are up, you will come back to the main lobby automatically. Please do not press any buttons to leave the room. Once back in the lobby, turn your camera off while you prepare for your next question.
6. Once you return to the lobby, I will be moving you to the next room. This will take around 1 minute and go on until the end of the interview.

Q. Does this job involve performing an enforcement role?

A. No. The Park Ranger position is a non-enforcement role. They are not appointed as peace officers nor conservation officers, and do not perform any enforcement actions such as writing tickets or issuing eviction notices.

A Park Ranger is a front-line team member that is responsible for facilitating safe and positive experiences for park visitors. Park Rangers are the primary field contact for park visitors, and they are dedicated to educating and encouraging compliance of the park legislation and regulations. They actively support a positive camping and recreational experience by delivering exceptional customer service, providing accurate information, and support issue resolution to park visitors.

Q. Will I receive training?

A. Yes, in-depth training on parks operations, job functions and occupational health and safety will be provided. Park Ranger training will be completed in district along with one week of in person Provincial training in the first week of May. The Provincial training costs are covered by Alberta Parks and summer staff won't endure any of the associated costs. Further training may occur periodically throughout the season as job functions change with operational demands.

Q. Does Alberta Parks offer training on Indigenous cultural awareness?

A. All staff, including Park Rangers, receive training on Indigenous history, cultures, and reconciliation efforts to promote respect and understanding in their roles.

Q. What is the duration of the job?

A. Approximate start date in late April to early May and will run until September long weekend. Individual parks may vary somewhat and offer shorter or longer terms depending on their needs and budgets. It is important that you're available to work the entire summer and including the September long weekend. Some regions may offer extensions into the fall depending on budgets and seasonal projects.

Q. What is the work schedule/hours like and what are the days off?

A. In most parks you will work 7.25 hours per day and 36.25 hours per week and are expected to work all weekends with up to four/five evening shifts per week in July and August in some parks. Because this is a seasonal position, we require staff to be available for the entire summer (except for your days off). You work hours will vary from locations. You could find yourself working day shifts or afternoon shifts depending on the needs of the district operations.

Depending on the park, staff will receive two consecutive weekdays off per week (Mon/Tues, Tues/Wed or Wed/Thurs).

Q. How much does the job pay?

A. Starting wage is commensurate with specific responsibilities, location and experience. For

Park Ranger positions, the wage is \$23.63 to \$29.10 per hour plus 11.2% holiday & vacation pay in lieu of benefits. For Lead Park Ranger positions, wage will be \$24.44 - \$30.17 per hour plus 11.2% holiday and vacation pay.

Additional pay for evenings and weekends includes \$3.25/hr. for all hours worked on Saturdays and Sundays and \$2.75/hr. when at least one-half of the shift falls after 4:00 p.m. Premium pay is also available for late shifts on Fridays.

* Wages are currently under union negotiation and may change in 2025.

Q. Where will I be placed?

A. Our priority is to accommodate your preferences, although we also place people based on the best match of skills and personalities for the program and existing team. In the case of limited position availability, flexibility in your preferred location may be a factor in being chosen as a successful candidate.

Q. Where do Park Rangers live?

A. Shared housing unit rental accommodation is available for staff in most parks. The monthly rent is approximately \$295* per month/person. All facilities are fully furnished and include cooking and eating utensils. You must bring your own bedding, food, and consumable cleaning supplies. Pets are not allowed in any seasonal government housing. You are welcome to find your own accommodation arrangement in a near-by community if you prefer. Some staff accommodations may have Starlink internet available.

*Subject to change

Q. Do I need a private vehicle?

A. Government vehicles are for work purposes only and shall not be used for personal business. It is recommended that you have a private vehicle for personal use in all locations. Due to the location of some parks, you MUST have a private vehicle in order to take care of your personal needs. (e.g., buying groceries, etc.)

Q. Will I need to wear a uniform?

A. Yes. We expect staff to present a professional, presentable image to our public. A uniform is provided, and you are expected to wear it and adhere to our uniform policy when working. Uniform pants are not supplied. Your supervisor will provide further guidelines prior to commencement.

The cost of footwear is not covered. You are responsible for providing your own appropriate and presentable footwear (dark-coloured hikers or outdoor shoes). You may not wear sneakers or

sandals with the uniform. Some regions may require a Park Ranger to wear a safety boot (steel toe) for certain operations.

Q. Do I require a “Criminal Records Check”?

A. Yes, prior to being offered a position, you will need to complete a criminal record check via Backcheck. This check is to provide Alberta Parks that you have not been charged or convicted of a criminal offence. This process is initiated and completed by our Talent and Acquisition team. This process helps speed up the process over waiting for local police services to complete the checks. You will receive instructions after interviewing on how to complete this process. Successful candidates who provide a receipt for Criminal Records Check expenses will be reimbursed.

Q. What certifications do I need to have and when?

A. If you are offered a placement in a park for the season, the following must be uploaded online to your job profile on the 1GX system as soon as possible:

- An active Alberta Class 5-Full or Graduated Driver’s License or out-of-province equivalent. (Photo of licence.)
- A valid certificate for Standard First Aid with Level C CPR that will not expire during your employment with Alberta Parks. (We **do not** reimburse First Aid Certificate expenses).
- A current Driver’s Abstract, less than 60 days old as of your first day of work. We reimburse Driver’s Abstract expenses for candidates who are hired and submit a proper receipt.

NOTE: If your current certifications expire before September on the year of employment, please renew them before your first day of work.

Q. Who do I contact if I have further questions on the job posting?

Any additional questions can be emailed to the Park Ranger Recruitment Committee at:
FP.ParkRangerRecruitment@gov.ab.ca