

Position Description

Fisheries and Oceans Canada

Position Title:	Director General, Ecosystems Management
Position Number:	4920
Department:	Fisheries and Oceans Canada
Sector:	Ecosystems and Fisheries Management
Classification:	EX-03
Supervisor's Title:	Senior Assistant Deputy Minister, Ecosystems and Fisheries Management
Location:	Ottawa
Date:	May 21, 2010

General Accountability:

Accountable for the leadership and direction of integrated departmental habitat resource planning, initiatives for the enhancement and restoration of damaged habitats, and the improvement or expansion of existing habitat, associated partnerships, communications, the development of training and educational tools, and the implementation of a stewardship approach to habitat management. Ensures fish habitat conservation measures are incorporated early in the development planning process of all government or industry projects affecting habitat. Directs the management and coordination of the SAR program operations across Canada. Directs the development of plans, standards, best practices, direction, and training policy related to the Department's responsibilities for environmental impact assessment and review, and provides functional direction for approximately 12,000 environmental assessments per year. Directs the provision of authoritative advice to departmental management and the Deputy on SAR, habitat management and EA, and related briefing, representational and consultation activities.

Organizational Structure:

This position is one of 9 senior positions reporting to the Senior Assistant Deputy Minister, Ecosystems and Fisheries Management. The others are the: Associate ADM Ecosystems & Fisheries Management; Executive Director, Aquaculture Operations; Executive Director, FRCC; DG, Resource Management; DG, Small Craft Harbours; DG, Aboriginal Programs and Governance; DG, Conservation and Protection; and DG, Integrated Business Management.

Reporting to the DG, Ecosystems Management, are the following senior positions:

The Senior Director, Habitat Management Operations (Major Projects) (Staff of 24):

Accountable for replacing the DG during absences and managing specific files. Oversees the management of all project referrals, including the conduct of EA triggered by the habitat protection and pollution prevention provisions of *The Fisheries Act*. Enhances the strategic, consistent and cost-effective delivery of the national Habitat Operations (HO) responsibilities. Provides functional direction to the Regional Habitat Operations Managers. Ensures national

consistency in the application of the habitat protection and pollution prevention provisions of the FA and in meeting the requirements of SARA, CEAA, other EA regimes, and the Duty to Consult Aboriginal Groups. Develops a strong collegial working relationships for specific Major Projects with stakeholders to ensure harmonized approaches, reduce delays and minimize potential disputes and litigation. Directs tracking, evaluation and reporting activities to monitor progress on national HO EA files and leads proactive intervention on specific projects. Manages Review Panel processes, and the development of/contribution to MCs. Advises senior management, the DM and Minister on Major Projects and Review Panels. Represents DFO on Major Project regulatory and EA process issues, and acts as DFO's responsible authority and focal point for scientific coordination for EAs.

Director, Species At Risk Program Management (Staff of 7):

Accountable for managing the implementation of DFO-specific policies and guidelines through the establishment and management of procedures for the development and delivery of the species at risk program of the Department of Fisheries and Oceans for all aquatic species as defined in the SARA and the FA in cooperation, or through service level agreements or other cooperative mechanisms, with the various Sectors of DFO, with Parks Canada, Environment Canada, P/T governments, Aboriginal communities and organizations, private industry and others to ensure the biological, social and economic sustainability of Canada's aquatic species, and to ensure Canada meets its commitments under the United Nations Convention on the conservation of Biological Diversity both for treaty purposes and to ensure a continued and growing access to international markets for Canadian products.

Director, Habitat Programs Services (Staff of 13):

Accountable for directing the establishment of integrated resource planning for fresh water and oceans habitats, the development of an evolving strategy for habitat improvement, the development and management of habitat program data and information, the management of the recording, tracking and reporting on program performance management in an annual report to Parliament, to the CEA Agency, etc, the development and delivery of a national training program, and the development and delivery of community outreach and stewardship strategies and products in consultation with Departmental and external (provincial, community, private sector, and international) partner organizations..

Nature and Scope:

Fisheries and Oceans Canada (DFO) is the lead federal government department responsible for developing and implementing policies and programs in support of Canada's economic, ecological and scientific interests in oceans and inland waters. This mandate includes responsibility for the conservation and sustainable use of Canada's fisheries resources while continuing to provide safe, effective and environmentally sound marine services that are responsive to the needs of Canadians in a global economy. Including those who serve in the fleet, at each of the six regional offices and at headquarters in Ottawa, DFO employs approximately 10,000 people.

DFO is a national and international leader in maritime safety and in the management of oceans and freshwater resources. Departmental activities and presence on Canadian waters help to ensure the safe movement of people and goods. As a sustainable development department, DFO integrates environmental, economic and social perspectives to ensure Canada's oceans and freshwater resources benefit this generation and those to come. The Department's guiding legislation includes the *Oceans Act*, which charges the Minister with leading oceans management and providing coast guard and hydrographic services on behalf of the Government of Canada, and the *Fisheries Act*, which confers responsibility to the Minister for the management of fisheries, and fish habitat. The Department is also one of the three responsible authorities under the *Species at Risk Act*.

The Ecosystems and Fisheries Management Sector is accountable for the delivery of DFO's fisheries management program to provide Canadians with a sustainable fishery resource that provides for an economically viable and diverse industry. Protection and conservation of fisheries resources is a key component of fisheries management, and the Sector provides strategies and approaches that ensure the fisheries are managed according to credible, science-based, affordable and effective practices. The Sector is also responsible for the sustainable aquaculture program which fosters improved regulatory certainty through better coordination among F/P/T governments; an improved science knowledge base to support informed environmental regulation and decision-making; enhanced competitiveness and increased investment in Canadian industry; and the development of approaches to make certain that fish produced in Canada meet international market requirements.

Within this context, the Director General, Ecosystems Management, is accountable for the delivery of the habitat management activities stemming from the *Fisheries Act* and the *Species at Risk Act*, coordination of the implementation and delivery of SARA for aquatic species, and the provision of functional direction with respect to the Department's responsibilities for environmental impact assessment and review.

Canada's oceans sector and marine, estuarine, and coastal fisheries habitats includes industries and interests in all provinces and territories which use the oceans resources for fishing, aquaculture, transportation, oil and gas exploration and development, mining, recreation and tourism, as well as traditional uses by Aboriginal peoples. The sector also includes industries that supply ocean users with foods and services such as shipping, shipbuilding, and a diversified range of highly specialized science and advanced technology-based industries. However, there are significant challenges facing Canada's three oceans, and Canada's fresh water and oceans fisheries habitats, including environmental threats such as toxins and contaminants in the ecosystems that affect the oceans and both fresh water and oceans fisheries habitats. There is also a complex governance system for the fisheries fresh water and oceans habitats where there are multiple uses from diverse and sometimes competing interests, as well as a number of governance bodies with different levels of responsibility locally, regionally, nationally, and internationally.

In response to these challenges, the DG collaborates with all stakeholders in the improvement, restoration, and expansion of Canada's fish habitats as a key to their sustainable development. The incumbent directs the identification of partnerships, the provision of information, training, and educational tools, as well as the implementation of a stewardship approach to habitat management across Canada and with its international partners. He/she plays a leadership role in the definition and establishment of fish habitat objectives and requirements at the ecozone, watershed, and/or other levels to lay the groundwork for integrated resource planning, initiatives for the enhancement and restoration of damaged habitats and the improvement or expansion of existing habitat as appropriate, to ensure the sustainable development and use of Canada marine, estuarine, and coastal fisheries habitat. He/she is accountable for the design and implementation of proactive communication strategies to relay critical information on the state, challenges to, the potential future of the fish habitat, and the roles of the various stakeholders.

The DG is also responsible for making certain that fish habitat conservation measures are incorporated early in the development planning process of all government or industry projects affecting habitat. The challenge for the incumbent, in this respect, is to foster collaborative stewardship with a wide array of partners to improve the understanding and a consistent application of the *Fisheries Act* in a co-operative manner, including regional offices of DFO, OGDs, provincial, territorial and municipal governments, Aboriginal governing bodies, industry and client associations, fishers' unions and communities, while balancing the need to develop flexible approaches, trade offs and innovative strategies to ensure the environmental integrity of fish habitats with the requirement to permit other uses for parts of the habitat.

Another key responsibility of the DG is the management and coordination of the SAR program operations across Canada. The *Species at Risk Act* is designed to protect against the disappearance of natural organisms and ensure the survival of wildlife species and our natural heritage. It provides a framework for determining those species which are a priority for action and processes to be followed to protect a species. The incumbent provides leadership and direction with regard to the development of operational policies and procedures and a results-based framework for the development and delivery of the SAR program of the Department for all aquatic species as defined in SARA and the FA, in cooperation, or through service level agreements or memoranda of agreement or other cooperative mechanisms, with the various Sectors of DFO, Parks Canada, Environment Canada, P/T governments, Aboriginal communities and organizations, private industry and others to ensure the biological, social and economic sustainability of Canada's aquatic species for the continued economic prosperity of Canada, and to ensure Canada meets its commitments under the United Nations Convention on the Conservation of Biological Diversity both for treaty purposes and to ensure a continued and growing access to international markets for Canadian products. Furthermore, the DG is responsible for directing SAR reporting activities.

The DG directs the provision of secretariat services for DFO involvement in the Committee on the Status of Endangered Wildlife in Canada (COSEWIC), the coordination of aquatic species listing consultations, listing compliance, enforcement and related strategic plans, and listing

recommendations and response statements, as well as GIC receipt and related research, and preparation of briefings, representation, and liaison.

The DG leads the planning and management of the assessment of the recovery potential of identified aquatic species, the RS/MP/AP development and approval process, the provision of secretariat services for the RENEW working group, and for the SAR Managers' Committee, the monitoring of Public Registry Listing and the conduct of consultations related thereto, as well as with respect to critical habitat identification and protection, and the development and provision of advice on and SAR coordination services for the Interdepartmental Recovery Fund, Habitat Stewardship Program, Aboriginal funds for SAR, and on permits and related explanations for specific aquatic species.

The DG responsible for operational and conceptual integration of priorities and issues required to provide leadership to DFO management and staff directly and through regional OHSAR managers, and in particular through the Regional Managers of SAR located in each DFO regional organization, in transmitting the vision and objectives of the SAR Program and ensuring a results-based management approach to SAR Program delivery is adopted by all departmental managers and staff involved. He/she provides functional direction to the SAR Regional Managers in their management of the delivery of the DFO SAR Program and in collaboration with industry and industry associations, communities, Aboriginal communities, environmental interest groups and other federal departments, provincial and territorial governments, municipal governments, and foreign governments as required.

In addition, the DG provides functional direction for approximately 12,000 environmental assessments per year. He/she provides oversight and leadership in the development of plans, standards, best practices, direction, and training approaches, related to the Department's responsibilities for environmental impact assessment and review, including ensuring that an environmental screening or initial assessment is carried out for each project funded or carried out by the Department. The challenge, in this regard, is to direct the development and coordination of the implementation of an environmental impact assessment process within the Department which reflects recent court decisions related to the *Canadian Environmental Assessment Act* (CEAA) and meets the more forceful government priorities for the environment and its development as a means of economic prosperity.

The DG makes certain that DFO's roles as proponent, regulator, and scientific advisor for EAs are fulfilled. Additionally, he/she ensures that the departmental responsibility for scientific coordination and analysis with respect to projects submitted by other departments under CEAA is carried out. He/she also develops the integrating mechanisms that provide a coherent and comprehensive approach to the CEAA and other environmental assessment regimes within Canada (MVIRB, NIRB, JBQA, YESSA, etc.).

The DG ensures the provision of authoritative advice to departmental management and the Deputy on SAR, habitat management and EA. The incumbent conducts authoritative

representational, negotiation, advocacy and consultative activities, and establishes extensive intelligence networks with other Sectors of DFO, federal central agencies and departments, P/T governments, Aboriginal associations, industry, unions, fisheries and aquaculture associations and other domestic and international public and private sector organizations, and with other countries to advance Canada's habitat, SARA and EA objectives. He/she directs the preparation and negotiation of associated MOUs, Program Memoranda to Cabinet, and Treasury Board Submissions.

Dimensions:

Staff:	51 FTE
Salary and Operating Budget:	\$5.5M Salary / \$5.3M O&M (excluding regional B-base funding)

Specific Accountabilities:

1. Leads the definition and establishment of fish habitat objectives and requirements to lay the groundwork for integrated resource planning, initiatives for the enhancement and restoration of damaged habitats, and the improvement or expansion of existing habitat.
2. Directs the identification and nurturing of partnerships, the provision of information/communications, training, and educational tools, as well as the implementation of a stewardship approach to habitat management.
3. Ensures fish habitat conservation measures are incorporated early in the development planning process of all government or industry projects affecting habitat.
4. Directs the management and coordination of the SAR program operations across Canada, including the development of operational policies and procedures and an associated results-based framework with regard to all aquatic species, recovery plan development, collaboration with other core departments, and SAR reporting activities.
5. Directs the provision of secretariat services for DFO involvement in COSEWIC, the coordination of aquatic species listing consultations, listing compliance, enforcement and related strategic plans, and listing recommendations and response statements, as well as GIC receipt and related research.
6. Directs the development of plans, standards, best practices, direction, and training policy related to the Department's responsibilities for environmental impact assessment and review, including ensuring that an environmental screening or initial assessment is carried out for each project funded or carried out by the Department,
7. Provides functional direction for approximately 12,000 environmental assessments per year.

8. Directs the provision of authoritative advice to departmental management and the Deputy on SAR, habitat amangement and EA, and related briefing, representational and consultation activities.

CERTIFICATION

The foregoing is an accurate and comprehensive statement of the duties and responsibilities assigned to this position.

Incumbent

Date

Signature

Senior ADM

Date

Signature