

## **Position Description**

### **Fisheries and Oceans**

<b>Position Title:</b>	Regional Director, Conservation and Protection
<b>Position Number:</b>	By Region
<b>Department:</b>	Fisheries and Oceans
<b>Region:</b>	Newfoundland and Labrador, Maritimes, Gulf, Quebec, Central and Arctic, and Pacific
<b>Classification:</b>	EX-1
<b>Supervisor's Title:</b>	Regional DG or Regional Director, FAM
<b>Location:</b>	Regional Offices
<b>Date:</b>	March 20, 2010

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#### **General Accountability:**

Accountable for the development and application of Regional Conservation and Protection policy and guidelines. Manages the Conservation and Protection program in the region and the delivery of the Regional compliance and enforcement activities. Leads regional planning activities, ensures the incorporation of national priorities into the regional planning process, and approves operational plans and priorities. Manages enforcement competency, recruitment and career development, and staff development, training, human resources and safety and health processes. Leads the development and maintenance of new and innovative systems to support enforcement programs. Collaborates with RCMP, CSIS, PPSC and other partners and stakeholders. Manages the implementation of international enforcement agreements and control measures.

#### **Organizational Structure:**

This is one of several senior positions reporting to the Regional Director, Fisheries and Aquaculture Management or the Regional Director General as indicated in the attached organization chart.

Reporting to the Regional Director are a number of senior positions working in such fields as regulations; enforcement operations; planning and analysis; recruitment, training and standards; and area compliance and enforcement operations, as indicated in the attached organization chart.

#### **NATURE AND SCOPE:**

The Department of Fisheries and Oceans is engaged in the development and delivery of policies and programs in support of Canada's economic, ecological and scientific interests in oceans and inland waters and the safe, efficient and environmentally sound movements of commercial and other traffic over Canada's oceans and inland waterways. The Department is responsible for the development and delivery of operational programs and policies, standards, directives, cost recovery services related to the legislated mandate of the Canadian Coast Guard and the

management of major scientific and technical activities related to renewable fisheries resources and aquatic and oceans research and management programs of national and international consequence.

The Department, as the custodian of Canada's marine resources, supports the sound management of the fishery through an extensive fisheries and aquaculture management program, and the marine ecosystem through the Oceans Strategy and Integrated Management. The Department provides scientific information of high international standards for use in developing policies, regulations and legislation regarding the oceans and aquatic life, and in planning and carrying out oceans and aquatic activities including aquaculture. The Department supports scientific activities regionally and nationally to enhance the performance, promotion and assistance of research in the conservation and sustainable use of aquatic and marine renewable resources in all Regions and on the biological productivity of the oceans and aquatic environment in order to improve the management and sustained economic utilization of those resources in a fashion that is compatible with concern for the quality of the environment and sustainability of ecosystem resiliency.

These programs are delivered through a Headquarters and six Regions across Canada: Newfoundland and Labrador, Maritimes, Gulf, Quebec, Central and Arctic and Pacific. Each Region is required to have the capability to plan and conduct enforcement and surveillance activities performed by the uniformed component and designed to police the commercial (both domestic and foreign), recreational, and Aboriginal fisheries, aquaculture and habitat activities, in accordance with the statutory mandates contained in the *Fisheries Act*, the *Coastal Fisheries Protection Act*, the *Oceans Act*, the *Species at Risk Act*, *Canadian Environmental Assessment Act* and some 80 sets of specific regulations having a bearing on enforcement operations.

It is in this context, that the Regional Director, Conservation and Protection, is accountable for the management of compliance and enforcement activities with regard to commercial, recreational and aboriginal fisheries, habitat, aquaculture and ocean resources, to conserve these resources as an essential part of Canada's economic and cultural heritage.

In this regard, the Regional Director is responsible for the promotion and monitoring of compliance with legislation, regulations and management measures implemented to achieve the conservation and sustainable use of Canada's aquatic resources, and the protection of species at risk, fish habitat and oceans. He/she delivers the program through a balanced regulatory management and enforcement approach including: promotion of compliance through education and shared stewardship; monitoring, control and surveillance activities; and, management of major cases/special investigations in relation to complex compliance issues. The incumbent is accountable for working closely with partners to ensure peaceful and orderly fisheries; making a significant contribution to the protection of Canadian sovereignty and the identification of potential marine security threats through our extensive marine surveillance activities; and playing a key role in the administration of the Canadian Shellfish Sanitation Program to help ensure that the public is protected from consumption of contaminated fisheries products.

To these ends, he/she plans, coordinates and directs the administration of regulatory and legislative authorities embodied in the Acts and regulations for the implementation of integrated

fisheries management plans for the commercial, recreational, Aboriginal fisheries and habitat management in the Regional geographical area.

The Regional Director directs the development and application of Regional Conservation and Protection policy and guidelines and provides the Region's input into existing and proposed legislation, regulations, management measures and enforcement policies, and participates in the evaluation of their effectiveness.

The Regional Director is also responsible for managing the C&P program in the region. He/she directs the delivery of the Regional compliance and enforcement activities consistent with National C&P program objectives, and promotes and verifies compliance with the legislation and regulations. He/she is accountable for providing regional leadership in the development of cost effective program policies, strategies, approaches initiatives and measures to address issues related to the conservation and protection of fisheries resources, including the development and implementation of, and reporting on, performance measures. He/she is responsible for making certain that enforcement and surveillance operations intelligence is compiled, analyzed, interpreted and reported in a timely manner, that fisheries offences are correctly processed through their delivery to PPSC for prosecution, and that preventive measures exist and are taken to protect the fisheries resources from illegal fishing. He/she also directs the C&P contracted programs such as fisheries observers who monitor domestic and foreign fishing vessels.

In addition, the Regional Director is relied upon to pro-actively and strategically manage a regional enforcement program. A major component of this responsibility is to direct the development and maintenance of a regional conservation and protection work plans linked to Integrated Fisheries Management Plans and habitat management plans that establish conservation risks facilitating the determination of regional and national enforcement priorities combining operational predictability with in-season flexibility. He/she directs the development of, and is responsible for the consistent application of, the policies and procedures to guide the conduct of enforcement operations related to foreign fisheries, domestic commercial and recreational fisheries and the increasing complexities associated with the areas of new and evolving law related to Aboriginal fisheries, aquaculture, habitat, and species at risk activities, and provides corporate direction and advice to Regional operations, and manages the regional enforcement program.

The Regional Director is responsible, as well, for incorporating national, Regional and Area priorities into the work planning process and for approving, with direction from the RD FAM and/or Regional Director General and with advice and input from the other FAM Directors, Area Directors and other Sectors, operational plans and priorities. He/she also manages the development and implementation of operational work plans that identifies workload, resources and priorities.

This work planning system determines and then tracks the strategic deployment of enforcement resources (Fishery Officers, vessels, boats, aircraft, and observers) to ensure enforcement operations are focused on the conservation risks identified. This system also tracks the costs associated with the delivery of enforcement programs in the region. The incumbent must exercise sound judgment and discretion in managing substantial elements of risk and uncertainty

and in devising strategies which facilitate an accurate assessment of the situation and provide a balanced response, using an escalating series of interventions as necessary, so as not to exacerbate any potential threat of danger or hostility to DFO enforcement personnel.

The Regional Director directs the coordinated development and processing of complex prosecutions arising from fisheries or habitat related offences, and the provision of technical information to Crown Counsel responsible for the prosecution of these cases. He/she is also accountable for collaborating and coordinating regulations, enforcement and surveillance matters with internal and external offices of involvement/interest, such as DOE and DOJ, and with relevant Provincial government agencies and departments and foreign representatives. Any action taken must be within the framework of established legislation and regulations. However, there is a wide scope to apply initiatives, judgement and discretion when planning and/or coordinating activities of high operational priority or emergency nature, the performance of which have considerable political sensitivities and public reaction implications.

The Regional Director is also responsible for the development and maintenance of new and innovative systems to support enforcement programs on a Regional basis, many of which have been applied nationally. Past examples include the Shellfish Mapping System, the Commercial Fisheries Mapping System and the Interactive Voice Response (IVR) System for vessel hailing.

The Regional Director provides leadership and direction for the development, implementation and on-going evaluation of the regional and national aspects of enforcement competency, recruitment, career development, staff development, training, the human resource management, and safety and health programs required by department staff, contractors, aboriginal partners, private sector enforcement providers and other stakeholders. He/she is accountable for the development and implementation of the regional component of departmental National and of Regional Standards and directives, governing the conduct, deportment and professional behaviour of enforcement personnel.

The Regional Director is responsible for all operational issues connected with the MOUs between DFO and the RCMP and other federal and provincial enforcement agencies including any additional enforcement-related agreements with the RCMP and other agencies. These MOUs and subsequent agreements are related to cooperative enforcement efforts and the sharing of expertise and information relative to any possible disruption in the fisheries. He/she also manages direct communications with the RCMP during joint operations or when assistance is requested. The incumbent is accountable, as well, for the sharing of intelligence information and risk assessments with the RCMP, CSIS and other agencies that could be beneficial to all parties and critical to the success and safety of high profile enforcement operations.

The Regional Director also develops and maintains communication, dialogues and liaison with senior regional managers of the Department, senior fisheries managers and officials of provincial governments, industry and federal and bilateral commissions, First Nations/Aboriginal groups and with other stakeholders, to exchange information on regulations, including the interpretation of legislation, explaining the nature of fishing offences, and where applicable, encouraging their involvement in, and contribution to, the development of changes to regulations or to seek agreement to specific proposals. The Regional Director collaborates closely with other Branches

in the Region where activities are mutually supportive and highly integrated, and with CCG and the other Regions.

The Regional Director is responsible for the implementation of International enforcement agreements, e.g. the Canada United States Reciprocal Enforcement Agreement, and control measures established by Regional Fisheries Management Organizations (RFMOs), including the International Commission for Conservation of Atlantic Tunas (ICCAT), the Northwest Atlantic Fisheries Organization (NAFO) and North Pacific Anadromous Fisheries Commission (NPAFC). These agreements are very complex and subject to political sensitivities, requiring critical analysis and the ability to project the long term implications for Canada's conservation and protection priorities.

The work requires a wide knowledge of fisheries renewable resource management principles and techniques, fish habitat, fishing methods and techniques, legislation methodologies, enforcement logistics and equipment, and federal service administration and has considerable experience in their application to the regulatory and enforcement roles of the region. Since DFO has the lead in all aspects of operations for fisheries related violations and the RCMP has the lead role for all Criminal Code violations, the incumbent must be very knowledgeable of the statutory mandates contained in Federal Fisheries Legislation as well as the mandate of the RCMP as it pertains to Criminal Code violations.

### **Dimensions:**

Staff:	See attached addendum
Salary and operating budget:	See attached addendum

### **Specific Accountabilities:**

1. Directs the development and application of Regional Conservation and Protection policy and guidelines, and provides the Region's input into existing and proposed legislation, regulations, management measures and enforcement policies.
2. Directs the development of, and is responsible for the consistent application of, the policies and procedures to guide the conduct of enforcement operations related to foreign fisheries domestic commercial and recreational fisheries, Aboriginal fisheries, aquaculture, habitat, and species at risk activities, and provides corporate direction and advice to Regional operations, and manages the regional enforcement program.
3. Directs the development of a regional enforcement work planning and tracking processes, required to monitor, adjust, and evaluate work plans, to gather strategic intelligence and performance measurement data in support of the conservation risk assessment of fisheries and habitat management plans intended to hold managers accountable for program delivery.
4. Manages the C&P program in the region and the delivery of the Regional compliance and enforcement activities consistent with the National C&P program.

5. Provides regional leadership in the development of cost effective program policies, strategies, approaches initiatives and measures to address issues related to the conservation and protection of fisheries resources, including the development and implementation of, and reporting on, performance measures.
6. Directs the coordinated development and processing of complex prosecutions arising from fisheries related offences, and the provision of technical information to Crown Counsel responsible for the prosecution of these cases.
7. Leads the development and maintenance of new and innovative systems to support enforcement programs on a Regional basis and for application nationally.
8. Directs the development, implementation and on-going evaluation of the regional and national aspects of enforcement competency, recruitment and career development, and staff development, training, human resource management, and safety and health activities.
9. Establishes cooperative working relations with RCMP, CSIS, Environment Canada and Provincial Governments including the management associated MOUs, and collaborates and communicates with other stakeholders.
10. Manages the implementation of international enforcement agreements and control measures established by Regional Fisheries Management Organizations.

**Certification:**

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

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Incumbent

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Date

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Signature

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Regional DG/ RD, FAM

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Date

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Signature