

**BRUCE JAMES REID, R.P.Bio.**

Not Relevant

Not Relevant

Not Relevant (604)-666-0209(office)

**EDUCATION & PROFESSIONAL DEVELOPMENT**

Secondary Point Grey Secondary, Vancouver, B.C. (1970-1975)

University Degree of Bachelor of Science (BSc.) in Biological Sciences (Marine)  
University of British Columbia (1975-1979)

Management Supervisory Functions (DFO, 1990), Staff Appraisals (DFO, 1991)  
Introduction to Conflict Resolution (Banff, 1993)  
MD II, DFO, Dunsmuir Lodge (March 2000)  
OSH for Supervisors, Diversity in the Workplace, Career Coaching,  
Harassment in the Work Place, Cultural Awareness (DFO, 2000-2004).  
Labour Relations (CSPS, 2006), Staffing Authority Delegation (CSPS, 2007)  
Essentials of Managing in the Public Service (CSPS: G110, 2008)

**PROFESSIONAL ASSOCIATIONS**

Registered Professional Biologist (#427), Assoc.of Professional Biologists of B.C.

**VOLUNTEER WORK**

2006-2008 Boys Soccer Assistant Coach. Point Grey Soccer League  
2009:May Food For the Hungry, Canada: Volunteer work in Lima, Peru

**EMPLOYMENT HISTORY**December 2009-  
Present**Regional Manager (BI-05)**

Oceans Program  
Oceans, Habitat and Enhancement Branch  
Fisheries and Ocean Canada, Vancouver, B.C.  
Supervisor: Rebecca Reid

Duties: Provides overall program planning,, management and regulatory oversight of oceans program in Pacific Region; provides management oversight for developing and implementing integrated oceans management plans, marine conservation tools and marine protected areas, ensures regional coherence and consistency of policies and regulatory requirements; develops regional workplans and service level agreements, manages human and financial resources of the Oceans Program and provides functional leadership to Area Habitat Managers;

- February 2007-  
November 2009
- Regional Manager (BI-05)**  
Habitat Protection and Sustainable Development (HPSD)  
Oceans, Habitat and Enhancement Branch  
Fisheries and Ocean Canada, Vancouver, B.C.  
Supervisor: Rebecca Reid
- Duties: Provides overall program planning, management and regulatory oversight of habitat management program (HMP) in Pacific Region; provides Fisheries Act advice and decision making for development projects; develops and implements operational tools for habitat regulatory improvement; ensures regional coherence and consistency of policies and regulatory requirements of HMP; manages human and financial resources of the RHQ HPSD Unit and provides functional leadership to Area Habitat Managers;
- September 2003-  
February 2007
- Regional Negotiator (PM-06)**  
Treaty and Aboriginal Policy Directorate  
Fisheries and Oceans Canada, Vancouver, B.C.  
Supervisor(s): Kaarina Mcgivney/Mel Kotyk
- Duties: DFO negotiator for the Tsawwassen, Yale, Tsimshian, Yekooche, Te'mexw, Gitksan, Wetsuwetun and Haida treaty tables. Successfully negotiated fisheries chapter, harvest agreement, fisheries operational guidelines and implementation costs for the Tsawwassen Final Agreement. Concluded negotiations on the Yekooche and Yale Agreements in Principle. Developed policy advice and treaty approaches to water chapter and environmental lawmaking. Occasionally acted as Senior Negotiator (SI-08).
- November 2001-  
August 2003
- Senior Habitat Biologist (BI-04)**  
Head, Water Use Section, Habitat and Enhancement  
Lower Fraser Area  
Fisheries and Oceans Canada - Delta, B.C.  
Supervisor: C.D. Paterson
- Duties: Coordinated and directed programs and assessments to determine the potential impacts and evaluate the most appropriate means of mitigating and/or compensating for fish habitat degradation associated with water based activities such as marine and estuarine foreshore industrial and urban development, railways, reservoirs (hydro and drinking water) river based gravel mining, and flood control developments in the Lower Fraser Area; developed guidelines; regulations; partnership MOU's and technical information to control such activities and educated the public; participated in multi-disciplinary committees; supervised personnel and administered the budget of the Water Use Section. Occasionally acted as Area Chief (BI-05)
- September 1990 -  
October 2001
- Senior Habitat Biologist (BI-03/BI-04)**  
Head, Land Use Section, Habitat and Enhancement  
Fraser River Division  
Fisheries and Oceans Canada -Delta, B.C.  
Supervisor: C. D. Paterson

Duties: Coordinated and directed programs and assessments to determine the potential impacts and evaluate the most appropriate means of mitigating and/or compensating for habitat degradation associated with land based industrial activities such as highways, railways, pipelines and power line construction, forest harvesting, urban development, placer mining, gravel mining, and flood control developments in the Lower Fraser Area; remaining duties the same as for Senior Habitat Biologist, Water Use Section outlined above.

April 1989 -  
August 1990

**Habitat Inventory Coordinator (BI-02)**

Inventory, Coordination and Restoration Unit  
Habitat Management Division, Fisheries Branch  
Department of Fisheries and Oceans - Vancouver, B.C.  
Supervisor: P. Delaney

Duties: Coordinated, implemented and conducted investigations to obtain fish habitat inventory data of fresh water, estuarine, and marine habitats; developed, specified and maintained criteria, standards and techniques for regional Habitat Inventory Programs; identified, developed and conducted training programs for DFO personnel; coordinated and supervised personnel and administered budgets.

August 1987 -  
March 1989

**Aquatic Biological Consultant**

Duties: Undertook service contracts for DFO Habitat Management including conducting fish bioassays on bridge paints and petroleum products; preparing emergency response plan field guide; preparing draft guidelines for bridge maintenance operations and mine assessments; coordinated dioxin monitoring program.

June 1986 -  
July 1987

**Habitat Inventory Biologist (BI-02)**

Inventory Coordination and Restoration Unit  
Habitat Management Division Fisheries Branch  
Department of Fisheries and Oceans - Vancouver, B.C.  
Supervisor: P. Delaney

Duties: Assisted in developing standards and techniques for regional Habitat Inventory Programs and the preparation of stream survey field guide and manual. Assisted in preparing Stream Summary (SISS) Catalogues.

August 1983 -  
May 1986

**Aquatic Pollution Biologist (BI-02)**

Water Quality Unit  
Habitat Management Division, Fisheries Branch  
Department of Fisheries and Oceans - Vancouver, B.C.  
Supervisor: M. Nassichuk

Duties: Conducted marine field sampling and laboratory studies on the impacts of the Amax/Kitsault mine (Alice Arm, B.C.) on fish and fish habitat. Prepared a DFO Regional Environmental Emergency Response Plan; assisted in the DFO's review of proposed Westcoast Offshore Hydrocarbon Development including preparing briefs for EARP Panel and attending public hearings; conducted water quality related project reviews (e.g. ocean dumping, industrial development ).

- October 1981 - **Senior Biologist**  
 July 1983 EVS Consultants Ltd.- North Vancouver, B.C.  
 Supervisor: E. McGreer
- Duties: Principal investigator and co-investigator for several field and laboratory studies and literature reviews examining the effects of industrial development and contaminated sediments on marine and freshwater organisms and their habitat.
- October 1979 - **Project Biologist/Technician**  
 October 1981 EVS Consultants Ltd.- North Vancouver, B.C.  
 Supervisor: E. McGreer
- Duties: Conducted field and laboratory studies on marine and freshwater organisms; supervised bioassay laboratory; conducted biological, water and sediment sampling; fisheries technician for Quesnel River, SEP study; literature reviews; report writing.
- May 1979 - **Biological Technician**  
 August 1979 University of British Columbia  
 Botany Department-Vancouver, B.C.  
 Supervisor: Paul G. Harrison
- Duties: Conducted field studies and acted as field crew leader for investigation of the ecology of eel grass at Boundary Bay and Roberts Bank, B.C.

### **REPORTS AND PUBLICATIONS**

Have co-authored over 30 technical reports and publications, and provided technical input to several DFO guideline documents (publication list available upon request).

### **AWARDS**

DFO Distinction Award, 2007, First Nation Treaty Negotiations  
 DFO Recognition Award, 2006, Tsawwassen Final Agreement negotiations  
 DFO Merit Award 2001, DFO Regional Career Development Committee  
 DFO Recognition Award, 2000, Pacific Fisheries Adjustment and Restructuring Program.

### **COMMITTEES (Current)**

National Oceans Managers Committee ( Regional Representative)  
 Oceans Coordinating Committee ( Co-chair with Province of BC)  
 DFO Managers' Oceans Committee ( Chair)

### **COURT EXPERIENCE**

Provided written expert opinion and expert testimony in court for several investigations under Section 35(1) and Section 36(3) of the *Fisheries Act*.

### **PERSONAL INTERESTS**

Camping, canoeing, fishing, skiing, hiking, cycling, carpentry, acoustic guitar, assistant soccer coach

**REFERENCES**

Dale Paterson  
A/Regional Manager,  
Program Planning and Information  
Management, OHEB  
Fisheries and Oceans Canada  
Phone: (604)-666-7980

Mel Kotyk  
Area Director  
North Coast  
Prince Rupert, B.C.  
Fisheries and Oceans Canada  
Phone: (250)-627-3416

Ed Woo  
Regional Manager  
Restoration Restoration and Capital Planning  
OHEB  
Fisheries and Oceans Canada  
Phone: 604-666-2874