

# Kaarina K. McGivney

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## Employment experience

**Aug 2010 to Present** **Director Salmonid Enhancement Program  
Ecosystems Management Branch**  
Fisheries and Oceans Canada

Coordinates the delivery of the Salmonid Enhancement Program including production of salmon from hatcheries and spawning channels, provision of stock assessment information, restoration and enhancement of habitat as well as education and awareness programs to facilitate the participation of First Nations, local communities external parties and other levels of government in cooperative fisheries and watershed stewardship activities.

**Oct 2006 to Aug 2010 (Regional) Director (EX-01)**  
**Sept 2004 – Mar 2005** **Treaty and Aboriginal Policy Directorate**  
Fisheries and Oceans Canada

Coordinates the delivery of aboriginal programs and treaty negotiations, including initiation of aboriginal elements of the new Pacific Integrated Commercial Fisheries Initiative. Collaborates within the organization and with other related organizations, such as INAC and engages with First Nations and stakeholder. Managed a budget of \$37M for grants and contributions programs plus \$6M (salary and O & M).

**April 2006 – Oct 2006** **Senior Negotiator**  
**Mar 2005 – May 2005** Treaty and Aboriginal Policy Directorate  
**Feb 2004 – Sept 2004** Fisheries and Oceans Canada

Manages and directs a unit of 8 treaty negotiators. Coordinates DFO involvement in negotiations regarding the fisheries component of comprehensive treaties between Canada, First Nations and the Province of B.C.

**May 2005 – Mar 2006** **Special Assignment (SI-08)**  
Fisheries and Oceans Canada

Develop a proposal jointly with Indian and Northern Affairs, Canada to provide increased First Nations participation in fisheries through additional commercial access, capacity development and involvement in comanagement.

**Sept 2001- Feb 2004** **Manager of Policy Analysis and Treaty Support (ES-06)**  
Treaty and Aboriginal Policy Directorate  
Fisheries and Oceans Canada

Provided strategic advice with respect to treaty and aboriginal issues. Coordinated and managed the Policy and Support Unit of 9 people to provide analytical support to negotiation tables and policy implementation. Coordinated Pacific Region input to National AFS Review which required engagement with staff across sectors and regions.

**June 2000 – Sept 2001** **Treaty Negotiations Biologist (Bi-04)**

Treaty and Aboriginal Policy Directorate  
Fisheries and Oceans Canada

Provided biological advice on treaty and aboriginal issues. Analyzed the strategic and operational impacts of various First Nation treaty settlement scenarios and developed strategies to mitigate these impacts.

**Jan 1997 – June 2000 Fisheries Treaty Advisor (Bi-04)**

Federal Treaty Negotiations Office  
Department of Indian Affairs and Northern Development, Vancouver, B.C.

Provided advice regarding fish and fisheries management issues to be negotiated at Treaty tables with First Nations. Participated in Fisheries Technical Working Groups at specific negotiation tables.

**1991- 1996**

**Privy Council Appointment**

Alternate Member on the Fraser River Panel  
Pacific Salmon Commission.

Represented Canada and DFO in bi-lateral negotiations with the U.S. regarding the Pacific Salmon Treaty.

**1985-1996**

**Planning Biologist**

Program Planning and Economics Branch,  
Department of Fisheries and Oceans, Vancouver, B.C.

Conducted strategic planning and policy analysis.

**1979-1985**

**Fisheries Biologist, Project Manager**

Envirocon Limited,  
Vancouver, B.C

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## Education

**Master of Natural Resource Management (M.R.M), 1987**

Simon Fraser University, Burnaby, B.C.

**Bachelor of Science (Honours Biology), 1977**

York University, Toronto, Ontario

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