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Fisheries Related Work Experience

- July 2010 - Present **Chief, Aquaculture Enforcement**, Fisheries & Oceans Canada, Conservation and Protection, Nanaimo, BC
(1) Strategic development and implementation of the aquaculture enforcement program for Conservation and Protection (C&P); (2) establishes the program's enforcement priorities based on extensive and on-going consultations with staff, regional and area management personnel, and the various client groups; (3) determines the program's resourcing requirements and ensures the optimum utilization of human, financial and material resources.
- January 2004 - June 2010 **Chief, Recruitment Training and Standards**, Fisheries and Oceans Canada, Conservation and Protection, Vancouver, BC.
(1) Develop, implement and evaluate regional and national aspects of enforcement competency, recruitment, career development, staff development, training, and the human resources safety and health programs required by C&P staff; (2) develop and implement departmental National and Regional Standards and directives, governing the conduct, deportment and professional behaviour of enforcement personnel; (3) provide advisory services on recruitment, training, and standards to senior management and staff of the national and regional Conservation and Protection Program, other DFO organizations, unions, external clients, and partners involved in Canada's fishing industries.
- April 2002 – January 2004 **Acting Program Officer (Audit & Standards)**, Fisheries and Oceans Canada, Fisheries Management Branch, Conservation and Protection Division, Vancouver, BC.
(1) Plan and co-ordinate the servicing and acquisition of firearms, related equipment & munitions; (2) develop standards for and audit firearms training and utilisation throughout the region; (3) manage the operations of the Fisheries Management Radio Room; (4) co-ordinate Code of Conduct and firearms investigations.
- May 2001 - April 2002 **Acting Chief, Program Planning and Analysis**, Fisheries and Oceans Canada, Fisheries Management Branch, Conservation and Protection Division, Vancouver, BC.
(1) Plan and co-ordinate the development of regional Conservation and Protection programs, policies, procedures, standards and service delivery frameworks for the Region; (2) develop programs to pursue new technologies and enhance the use, maintenance, and quality control of enforcement data systems; (3) co-ordinate the development and monitoring of standards for the recruiting, designation, enforcement training and career development of Fishery Officers, Marine Fishery Officers and Aboriginal Fisheries Officers, and; for ensuring the establishment and maintenance of a data base for Fishery Officer training; (4) co-ordinate Code of Conduct and firearms investigations.
- 1997-2001 **Acting Chief, Enforcement Officer**, Fisheries and Oceans Canada, Fisheries Management Branch, Conservation and Protection Division, Vancouver, BC.
(1) Plan and manage the regional air surveillance program involving near shore and high seas surveillance components; (2) co-ordinate policy development and procedures for international boundary disputes, aboriginal charge approval and enforcement operations; (3) manage the Conservation and Protection program for the maintenance of standards and issuance of enforcement designations for departmental and non-departmental staff; (4) coordinate and plan the maintenance of training and standards for firearms and force continuum re-certification of Fishery Officers.

- 1996-1997 **Field Supervisor**, Department of Fisheries and Oceans, Operations Branch, Conservation and Protection Division, North Shore/Squamish Field Unit, Steveston BC.
(1) Plan, co-ordinate and supervise the Conservation and Protection programs in the field unit; (2) manage the operational budget for the field unit and its staff; (3) monitor the work performance of the Fishery Officers assigned to the field unit; (4) conduct Firearms and defensive tactics training.
- 1987-1996 **Fishery Officer**, Department of Fisheries and Oceans, Operations Branch, Conservation and Protection Division, various locations in British Columbia.
(1) Carry out conservation and protection programs for aboriginal, commercial and recreational fisheries; (2) monitor environmental protection programs and operations related to water use, and urban & rural development; (3) maintain and operate departmental vessels, vehicles, and equipment; (4) conduct defensive tactics training and re-certification courses.
Previously posted with the Lower Mainland/Squamish Field Unit in Steveston. Fraser Valley West Field Unit in New Westminster, North Coast General Investigation Services in Prince Rupert, and Regulations and Enforcement Unit in Vancouver.
- 1987 **Fishery Guardian**, Department of Fisheries and Oceans, Fisheries Branch, Qualicum Beach, BC.
(1) Assist Fishery Officers in the management and enforcement of the recreational and commercial fisheries in the area; (2) carry out patrols by vehicle, vessel, and foot in order to assess exploitation rates, prevent violations and apprehend violators.
- 1986-1987 **Biological-technician Trainee**, On contract to Department of Fisheries and Oceans, Research Branch, Pollution Toxicology Unit, West Vancouver, BC.
(1) Investigate the behavioural effects of sub-lethal organic contaminant exposure on juvenile salmon; (2) maintain and operate the water column simulator and sub-lethal exposure apparatus; (3) collect fish and water samples for chemical analysis.
- 1981-1984
Summer
Student **Observer- Fishery Guardian**, Department of Fisheries and Oceans, Field Services Branch, Offshore Division, Vancouver, BC.
(1) Observe & monitor the activities of foreign domestic fishing vessels in Canadian waters; (2) collect biological, operational, and statistical data; (3) assist Offshore Fishery Officers.

Education Background

Teacher Training Program (Secondary Science), University of British Columbia, 1985.
Bachelor of Science, Major in Zoology, University of British Columbia, 1984.

Certificates

Basic Firearms Instructor, 1996
Training for Field Trainers, 1995
Oleoresin Capsicum Spray Instructor, 1995
Defensive Tactics Instructor, 1995
Conducting Classroom Instruction, 1994
ASP Tactical Baton Instructor, 1993
British Columbia Professional Teaching Certificate, 1985