

HEATHER STALBERG

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EDUCATION

Bachelor of Science Degree (Biology Major and Co-operative education program), 1987-1990

Simon Fraser University, Burnaby, B.C.

- Co-operative education student with DFO May –September 1988, 1989 and 1990.

Fish, Wildlife and Recreation Diploma, 1984-1986

B.C. Institute of Technology, Burnaby, B.C.

LANGUAGES

- Proficient in English.

PROFESSIONAL EXPERIENCE

Senior Habitat Biologist (Bi-3)

Fisheries and Oceans Canada (DFO), Kamloops

June 1998 to January 2009

I have performed a wide range of duties during this period, including:

- Since July 2006 on assignment as Regional Coordinator for the Habitat Strategy of the Pacific Wild Salmon Policy (WSP) responsible for coordinating implementation of this strategy and developing related policy. This includes leading a multi-disciplinary team of approximately 20 staff comprised of Habitat Scientists, Regional and Area Habitat Management staff, Resource Restoration staff and Data Management staff at various levels in DFO. Responsibilities in this role include: developing appropriate scale Regional and localized monitoring programs to characterize habitat i.e. evaluate habitat health and, to a limited degree habitat program efficacy via cumulative effects monitoring; developing appropriate benchmarks for indicators of habitat health; developing harmonized data systems to effectively link internal and external monitoring programs; integrating habitat with fish management and; consulting and collaborating with other levels of government including First Nations, other Federal departments, Environmental non-Government Organizations, and other stakeholders to attain these objectives.
- As WSP Habitat Strategy Coordinator also responsible for: financial resources e.g. managing contracts, Intergovernmental MoUs, budgeting and reporting; providing advice, presentations and recommendations to Senior Management and; building linkages with other OHEB programs e.g. Habitat Compliance Modernization monitoring, *Species at Risk Act (SARA)*, Environmental Process Modernization Plan.
- As member of Regional WSP Implementation Team, comprised of managers and Senior Managers representing Policy, Science, Fish Management and OHEB, responsible for

collaborating on cross-sectoral implementation of the WSP e.g. piloting Regional monitoring programs and integrated planning processes.

- Prior to July 2006, responsible for developing policies for B.C. Interior (BCI) OHEB staff workload priorities, their implementation and resultant program design for the purpose of streamlining and standardizing works, and which reflected EPMP directives. Leading a multi-disciplinary team, predominated by Habitat Management Team leaders, formed part of these responsibilities.
- Member of the Regional EPMP Implementation Team and BCI Area lead where tasked with implementing policy and measures for changes to habitat management.
- BCI Area's representative on the Regional Monitoring and Program Evaluation Steering Committee where responsible for collating then current and future monitoring needs, participating in the Regional planning processes and communicating updates and progress to Area staff.
- Responsible for planning and conducting field assessments on fish habitat e.g. assisting in the study design, planning and conducting of field-work in the DFO analysis of the spring diet of juvenile salmonids in Shuswap Lake (paper in production).
- Responsible for integrated resource planning and management in a multi-stakeholder process as both the DFO representative on the Fisheries Technical Committee and Consultative Committee for the Shuswap Water Use Plan. I provided and analysed technical, resource and scientific information for both committees, and was the DFO negotiator in the Consultative Committee wherein a long-term settlement for the operation of the hydro-electric facility was negotiated, including how the settlement would be implemented and monitored. Committees were comprised of multiple levels of various governments, including First Nations, and private interests and I was responsible for developing cooperative working relationships with DFO.
- As the DFO Fisheries Technical Committee representative for the Bridge-Seton Water Use Plan, an integrated resource planning process, responsible for providing and analysing technical, resource and scientific information for the Fisheries Technical Committee and to the DFO negotiator. Also responsible for recommending monitoring measures for the chosen alternative of which a major component was an adaptive management program. The multi-stakeholder committee was comprised of multiple levels of various governments, including First Nations at times, and private interests and I was also responsible for developing cooperative working relationships with DFO in that forum.
- Member of a multi-departmental team (DFO and Indian and Northern Affairs Canada) tasked with developing and negotiating the Water Chapter and the Environmental Protection and Environmental Assessment Chapters in the BC First Nations Land Claim process.
- BCI Area Habitat Management representative on Lillooet First Nations Committee to evaluate and monitor hydro-electric developments in the area.
- Responsible for ensuring Canadian legislation, regulation and DFO policy related to fish habitat management and environmental assessment were met e.g. conducting and coordinating departmental participation in environmental assessments pursuant to the *Canadian Environmental Assessment Act (CEAA)*; ensuring requirements of *SARA* met; developing habitat mitigation and compensation requirements utilizing the Risk Management Framework and DFO No Net Loss policy and; preparing *Fisheries Act* Authorizations as a result of project reviews on such developments as hydro-electric, water-extraction, highway,

railway, and urban. Also ensuring requirements met during project review when submitting information to the *BC Environmental Assessment* process.

- Acted as Fraser, Thompson and Okanogan Habitat Management Team Leader and for extended periods as Area Habitat Chief (2001 and earlier) where responsible for managing human and financial resources and implementing related policies and procedures.
- Responsible for completion of briefing material, presentations and provision of recommendations and advice to senior management.
- Responsible for ensuring appropriate procedures incorporated into *Fisheries Act* Authorizations for monitoring compliance. Also responsible for planning and conducting compliance and efficacy monitoring of mitigation and compensation measures.
- Responsible for undertaking inspections, investigations, preparing evidence, including witness and expert reports, giving testimony, and issuing orders and warnings pursuant to the *Fisheries Act* for habitat related legal actions. Plus, evaluating information and providing recommendations to legal counsel and enforcement staff on the technical evidence requirements for prosecutions and opinion on robustness of evidence for proceeding with charges and creative sentencing.

Habitat Biologist

Fisheries and Oceans Canada, Kamloops, B.C.

March 1992- June 1998

Duties:

- Responsible for analyzing proposals and providing written and oral advice and guidance to proponents, e.g. other Departments, First Nations, provincial, regional and municipal governments, corporations and individuals, on a wide-range of complex fish habitat management issues e.g. hydro-electric, water-extraction, highway, railway, forestry, urban and industrial developments. Planning and conducting field assessments on fish and fish habitat was undertaken as part of project review and compliance and efficacy monitoring.
- Planned, led and undertook broad field sampling assessment throughout the Fraser River drainage to evaluate spring juvenile salmonid habitat utilization over two year period.
- BCI Area lead responsible for evaluating hydro-electric corporations in the Fraser Thompson drainage and recommending measures to mitigate operational impacts of complex multiple, and inter-related hydro-electric facilities upon fish and fish habitat. Planning and conducting field assessments of the operations was undertaken.
- Represented DFO in the multi-stakeholder integrated resource management planning process of the Thompson Nicola Region's Growth Management Strategy. Responsibilities included presenting the habitat requirements of fish and various development impacts upon fish habitat to the multiple levels of government participating in the process. Also responsible for developing cooperative working relationships with these external clients.
- As the Scientific Authority, managing and coordinating Hatfield Consultants Ltd. in their 1996 study to inventory and classify the fisheries sensitivity of the Main Arm of Shuswap Lake to assist in risk managing future development in the study area.
- Responsible for coordinating and leading the project team and developing the criteria to classify the fish habitat, through field assessments, of the Thompson Rivers within the vicinity of Kamloops, B.C. plus primary authorship and editing of the publication.

- During extreme spill events in 1992 and 1997, was the lead for managing and coordinating an interdisciplinary team of professional staff including DFO scientists and technicians, biologists and Fishery Officers plus contractors, to monitor and respond to complex multiple, simultaneous and inter-related hydro-electric facility spills.
- Acted for extended periods as Area Habitat Chief where responsible for managing human and financial resources and implementing related policies and procedures.
- Supervised Habitat Technical staff.
- Responsible for completion of briefing material, presentations and provision of recommendations and advice to senior management.
- Developed and implemented guidelines e.g. milfoil management, down-ramping rates for hydro-electric facilities, revegetation standards for the BCI Area, team member for revising DFO's Habitat Enforcement Procedures and, standardized inclusion of electrofishing and gill-netting within scientific licences.
- Building capacity in BCI Area staff through providing workshops on habitat issues such as: organized and led a forum with Science and Area Habitat Management staff evaluating numerous topical interior habitat issues; training on *Fisheries Act* habitat provisions and related policy e.g. organized and led a session with Habitat Management, Conservation and Protection staff and senior legal counsel on habitat enforcement and compensation matters and; provided several presentations on guidelines e.g. stormwater management, riparian planting, and policy e.g. compensation ratios.
- Responsible for conducting environmental assessments under the *CEAA*, developing mitigation and habitat compensation requirements to ensure No Net Loss and preparing *Fisheries Act* Authorizations.
- Responsible for undertaking inspections, investigations, preparing evidence, including witness and expert reports, giving testimony, and issuing orders and warnings pursuant to the *Fisheries Act* for habitat related legal actions. Plus, analyzing and providing advice to legal counsel and enforcement staff on the technical evidence requirements for prosecutions and opinion on robustness of evidence for proceeding with charges and creative sentencing.

Habitat Biologist

Fisheries and Oceans Canada, New Westminster, B.C.

January 1991-March 1992

Duties:

- Responsible for natural resource planning and management through organizing and implementing the Log Storage Initiative in the Lower Fraser River. Responsible for the program design, development, implementation of both the guidelines and program and evaluation of the Initiative. Works included presentations to the leaseholders and Harbour Commissions and negotiation with the Harbour Commission of a mutually satisfactory implementation schedule.
- Responsible for the dredging portfolio wherein applications for all forms of dredging in marine, estuarine and freshwater areas within the Lower Fraser Area were reviewed and advice provided to proponents with respect to the *Fisheries Act* and No Net Loss Policy.
- Reviewing urban and industrial development proposals in estuarine and riverine ecosystems and providing advice to proponents with respect to the *Fisheries Act* and No Net Loss Policy.

Fisheries Technician

Envirocon Pacific Ltd.-Burnaby, B.C.

May 1986-May 1987

Duties:

- Assess juvenile salmonid populations throughout Vancouver Island and both the interior and coastal B.C. through incline plane trapping, fyke and trawl netting and hydroacoustic sampling.
- Assess embryonic survival of salmonids through hydraulic sampling of redds on B.C. interior rivers.
- Collect salmonid broodstock for the Shuswap Hatchery and participate in general hatchery operations.

TRAINING SUMMARY TO JULY, 2008

- The Essentials of Managing in the Public Service, G110, June 2008
- Change Management Coaching, 2007-08
- Insights-on-line and group learning session, November 2007
- Facilitating Multi-Stakeholder Sessions, September 2007
- MD-1, June 2007
- National Habitat Management Training: SARA April 2007; IM 101 Overview of IM & National HMP IM Systems, April 2007; HM 101 Overview of Habitat Management Program, January 2007 and; FA 201 Risk Management, December 2006
- First Nations Consultations, March 2007
- SARA Regional Training, February 2007
- The Art of Briefing, July 2006
- Presentations, June 2006
- Communication and Influence: Management Development for Non-supervisors, May 2005
- Restorative Justice, RCMP, November 2004
- International Conference on Water Resource Management for Fish, 2001
- Bear Safety, May 2001
- CEAA, Introduction to Cumulative Effects Assessments, October 1999
- Workplace Hazardous Materials Information System, April 1999
- Occupational, Safety and Health Committee, April 1999; Health, Safety and Environmental Management Systems, 2006
- Electrofishing Certificate, June 1993 and May 1998
- Staffing Delegation, DFO, January 1998
- BC Forestry Continuing Studies-Forest Practices Code Implementation, September 1994, Watershed Restoration, March 1995 and Riparian Management Area Guidebook, June 1997
- Introduction to Regional Habitat Enforcement, January 1997
- Computer training- Introduction to the Internet, Word-Perfect, Outlook, Excel
- Dynamics of Change, March 1995
- CEAA, January 1995
- Introduction to Environmental Conflict Resolution, December 1994
- Swiftwater Rescue Technician, November 1994

- International Conference on Fish Habitat Management and Restoration, 1994
- Media Training, 1994
- Wilderness First Aid, May 1994
- Aqueous Environmental Chemistry, September 1993
- Expert Witness, 1992
- Ocean Dumping Regulations, May 1991

PUBLICATIONS

- Stalberg, H.C., R.J. Redden and D.G. Hickey, 1997. Thompson Rivers salmonid habitat classification in the vicinity of Kamloops, B.C. 25pp & app.

REFERENCES

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