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Professional Profile

- Proven negotiator familiar with consultation processes involving all levels of government, corporate, and non-governmental agency interests
- Extensive experience in multi-stakeholder dialogues, particularly between (environmental) non-governmental organizations, government, community, and industry
- Experienced strategic thinker capable of developing winning business strategy and consistently aligning operational decisions with organizational goals
- Excellent oral and written communication skills including presentations, proposal and report writing, meeting facilitation, and media interactions/interviews
- Dedicated manager with experience of complex operating budgets in excess of \$34 million and overall budgets in excess of \$100 million
- Strong leader with experience motivating diverse teams of professional, technical and support staff members as well as expertise in management, analysis, budgeting, and systems theory
- Solid understanding of the business environment and salmon aquaculture markets as well as diverse experience in aquaculture production systems, and operations
- Sound knowledge and understanding of the regulatory environment in aquaculture operating jurisdictions including Canada, Scotland, and Norway.
- Extensive First Nation experience with established aquaculture-based relationships in a number of communities throughout BC
- Dedicated advocate for the environment and sustainable development, understanding the need for balance with social needs and values
- Strong proponent of collaborative solutions

Core Competencies

- ◆ *Strategic Planning*
- ◆ *Budgeting and Financial Analysis*
- ◆ *Market Analysis / Development*
- ◆ *Program Development and Implementation*
- ◆ *Negotiation*
- ◆ *Corporate Social Responsibility*
- ◆ *Stakeholder Engagement*
- ◆ *Consensus building*

Professional Experience

Manager, Regulatory Affairs, Grieg Seafood BC Ltd

- Key member of the senior management team, with a focus on integrating environmental performance into strategic planning and production processes
- Developed and implemented internal programs to meet corporate and regulatory objectives including the Environmental Management System, Occupational Health and Safety, Training, and Audit
- Fostering of proactive relationships with key stakeholders including all levels of government, community members, and NGOs
- Developed and implemented internal and external communication tools including industry communication strategy, regional company website (live July 2009), web-based resources for operational staff, press releases, and reporting

MIA PARKER, BSC (HONOURS), MBA

- Tracking of trends and changes in the business environment at the local, provincial, national, and international level and provide regular and on demand briefings to the Group Managing Director, COO and liaise with Grieg Seafood ASA executive.
- Leadership role in the regional environmental activities including new initiatives, performance monitoring, and compliance monitoring
- Budget management of the Corporate Presence, Environmental, Communication, and Regulatory Affairs portfolios
- Lead the assessment of regional operations and programs in context of the leading industry certification standards and adapted legacy programs to support a broad base of standards
- Strategic assessment of the value of certification(s) relative to costs and ability to meet present and future company needs, identifying key environmental and social criteria of specific interest to the marketplace

Principle Consultant, Naga Environmental/Pisco Holdings Ltd Campbell River BC, September 1996 - Present

This list illustrates a number of projects that have been undertaken or completed within the last 5 years for a variety of clients, both as Project Lead and as a sub-consultant:

- BC Ministry of Agriculture and Lands, comprehensive literature review and report on SLICE
- BC MAL, revised Shellfish Management Plan and Guide
- Shellfish Contaminants Project, in collaboration with McGill University, BC MAL, Penelakut Tribes, and Cowichan Tribes
- Business Development, corporate governance, and community relationship management, Penelakut Seafoods Ltd.
- Fisheries Program technical support, Penelakut Tribes
- Turning Point Shellfish Initiative and the Tsimshian Stewardship Committee Aquaculture Project
- Hul'qumi'num Treaty Group Aquaculture Development Project
- Status of Marine Resources in the Hul'qumi'num traditional Territory

Director of Sustainable Housing, Cowichan Tribes, Duncan BC, August 2004 - March 2005

- Managed a portfolio of infrastructure projects including the development and construction of an assisted living facility, municipal infrastructure (sewers and services) and a health emergency (mould) related housing project
- Combined project budgets were in excess of \$100 million
- Audited agency processes, activities, and housing project financials
- Implemented a successful plan to reduce project costs and timelines
- Negotiated \$24 million funding and resources from public and private sources, and financial institutions at competitive rates
- Structured budgets and funding to provide a secure, long term revenue stream to support infrastructure financing
- Held a senior manager position (staff of 42) within the Administration of the FN government, including HR and policy responsibilities, focusing on organizational and management team development

MIA PARKER, BSc (HONOURS), MBA



Education

MBA , Management Consulting, Royal Roads University, Victoria, BC, June 2006
Post Degree Studies in Fisheries and Aquaculture , Malaspina University College, June 1997
Bachelor of Science (Honours) , Biology major, University of Victoria, Victoria, BC, June 1996

Selected Publications

Parker, M (2006) Differentiating Marine Harvest British Columbia Salmon in the Marketplace: Market Development Analysis & Strategy

Parker, M. (2006) Guide to Completing the Shellfish Management Plan, prepared for the Ministry of Agriculture and Lands.

Fediuk, K, and M. Parker, (2005) Shellfish Safety, A Resource Manual. Penelakut and Chemainus First Nations, and Health Canada, First Nations and Inuit Health Branch.

Gillespie, G.E., M. Parker and W. Merilees (1999) Distribution, Abundance, Biology and Fisheries Potential of the Exotic Varnish Clam (*Nuttallia obscurata*) in British Columbia. Canadian Stock Assessment Secretariat Research Document 99/123.