

Paul E. Sprout

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Objective

- To plan, organize and lead a diverse organization to achieve key strategic goals that serve Canadians.

Qualifications

- Extensive experience in international and domestic fishery negotiations.
- Expertise in fisheries policy analysis, planning and preparation.
- Proficiency in addressing human resource conflicts and intra and inter-sectoral disputes.
- Extensive background in project, program and organizational leadership
- CBC language proficiency

Education

Masters Business Administration (MBA)
Simon Fraser University, Vancouver, BC. 1995

Bachelor in Biology (BSc)
Simon Fraser University, Vancouver, BC. 1975

Technical Diploma (DiplT) Fish, Wildlife and Recreation option
BC Institute of Technology, Vancouver, BC. 1974

Experience

Regional Director General Pacific Region (EX-04), Department of Fisheries and Oceans, Vancouver. 2005 – 2010 *

Reporting to Deputy Minister, as DFO's senior official in the Pacific region responsible for implementing departmental direction consistent with policies and budget. Provide leadership and administration for Pacific Region with staff of 1400, and budget of \$250 million. Lead regional executive team charged with managing programs in support of department's strategic outcomes; address numerous and diverse conflicts affecting multiple interests and concerns: human resources, budgets, allocation disputes and the aspirations of aboriginals, the Province, ENGO's and others. Provide operational direction, consistent with policies, for sectors comprising organization (i.e. Science, Fisheries Management, Communications, Habitat, Corporate and Policy) and

administrative support to Regional Canadian Coast Guard. Lead Canada's delegation on international Pacific Salmon Treaty process.

(*During 2003-2005 acted as RDG but was absent from the position for roughly 8 months in order to complete CBC language requirements.)

Acting Associate Assistant Deputy Minister Fisheries Management (EX-04),
Department of Fisheries and Oceans, Ottawa. 1999–2003

Reporting to ADM Fisheries Management, leading national policy unit responsible for initiating, developing and elaborating a policy framework to guide direction of Atlantic fisheries over the long term. This led in April 2004 to the DFO Minister announcing the Atlantic Fisheries Policy framework. I was responsible for the initiative from its inception and led the preparation of the framework, including public discussions, Provincial and Territorial negotiations (Quebec, Maritimes and Nunavut) and client interactions (Aboriginal and others) in developing the Framework. The final phase of the initiative was concluded by the project team I had established.

Negotiator to the Canada–US Pacific Treaty. 1998-99

Part of a 3-member team appointed by the Minister to negotiate on behalf of Canada with the US. Our team was successful in developing a new Pacific Salmon agreement, including wide ranging and innovative arrangements that provided the basis for conserving threatened salmon populations.

Regional Director Fisheries Management (EX-03), Department of Fisheries and Oceans, Vancouver. 1994 – 1997

Reporting to the RDG Pacific Region, responsible for leading fisheries operations for the region including providing strategic direction for fisheries planning and preparation, enforcement and compliance operations, and general management of human (350 FTEs) and budget (\$40 million) resources. Head of Canadian delegation for International North Pacific Anadromous Commission, a multi-national organization established to conserve, study and protect Pacific Salmon on the high seas, and Canadian Commissioner to Pacific Salmon Treaty.

Area Director (EX-01), Department of Fisheries and Oceans, Pacific Region. 1986 – 1994

Area Director, for south and north coast divisions reporting to Regional Director Operations, leading decentralized organizations responsible for administration (human resources and budget management), habitat and fisheries management and enforcement compliance, resource enhancement and client services.

Biologist, Department of Fisheries and Oceans, Pacific Region. 1976 – 1986

Fisheries Management biologist, working in various locations in coastal BC and Fraser river responsible for project management to assess fish populations, fishing plan

preparation and analysis, client interactions, team leadership and document and report preparation.

Other Experience

Community volunteer - participated in various initiatives supporting community interests such as acting as the lead Federal representative for the Canada Workplace Charitable (United Way) campaign for the Lower Mainland (2008-10).

Publications, Presentations and Honours

- Authored a number of secondary and some primary publications in support of work as professional biologist.
- Responsible for numerous presentations in resource and fisheries management at conferences, symposiums and workshops.
- Received several merit awards (Ministerial, Deputy Minister and Assistant Deputy Minister) for work performance and project or issue management.