

Devona Adams

Not Relevant

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WORK EXPERIENCE

**April 2005 to Feb 2008,
March 2009 to present**

Fisheries and Oceans Canada
Regional Recreational Fisheries Coordinator
Fisheries and Aquaculture Management
Regional Headquarters, Pacific

- Coordinating annual operational plans (harvesting, licensing, regulations, communications, catch monitoring) for recreational fisheries in the Pacific Region (all species in Saltwater and Salmon in Freshwater). Fisheries valued at \$1.2B annually.
- Leading regional policy development for recreational fisheries for programs such as visions and strategic planning, catch monitoring, user pay/cost recovery and governance.
- Responsible for facilitating multi-party processes with external harvesting sectors, ENGO's and other government organizations on a diverse range of subjects.
- Coordinating the regional Sport Fishing Advisory Board and their Executive.
- Providing regular updates to the Regional Management Executive on issues, progress and direction required for the recreational fishery.
- Working with international organizations such as the Pacific Salmon Commission and the International Pacific Halibut Commission to share and improve management and information requirements.
- Participating in processes to improve dialogue and relations between First Nations and non-First Nations harvesters.

March 2008 to Feb 2009

Ministry of Fisheries
Senior Advisor
Fisheries Operations, Head Office
Wellington, New Zealand

- Providing national technical (fisheries management, legislation) leadership and advice across Fisheries Operations and the wider Ministry by supporting objective-based fisheries management initiatives, overseeing the quality of sustainability and regulatory advice and providing input into national standards and operational policies.
- Leading the resolution of complex and sensitive operational policy issues.
- Developing and fostering fisheries management staff capability (processes, systems, expertise, and quality assurance) across Fisheries Operations.
- Improving external and internal relationship management including collaborating with external stakeholders, tangata whenua and other

government agencies by integrating activities with other Fisheries Operations areas and other Ministry groups.

- Providing information regarding Canadian fisheries management programs to the Ministry of Fisheries, multi-stakeholder fisheries interests and other government agencies.

June 2003 to March 2005

Fisheries and Oceans Canada

Area Chief, Resource Management

Lower Fraser Area

- Coordinating the development and implementation of fisheries management plans for all fishing sectors (First Nations, recreational and commercial) for a wide variety of species (salmon, groundfish, shellfish and pelagics) within the most populous area of British Columbia.
- Overseeing the consultation processes for all fishing sectors, Non-government organizations, environmental groups, the public and other government agencies.
- Participating as a Senior Area staff member in First Nations consultation processes (Treaty, Watershed) to explain departmental policies and objectives.
- Managing Human Resources (leadership, team building, supervision, hiring, discipline, work plans and resolving conflict).
- Implementing and monitoring internal and contractual budgets totaling \$2M.
- Facilitating internal team meetings and multi-party client meetings within the local area and region regarding fisheries management.
- Presenting departmental updates on fisheries management directives and policies at fishing sector advisory committees and fisheries public meetings.
- Negotiating intensive consultative situations and partnerships.
- Preparing briefings and recommendations to senior departmental staff on key fisheries issues within the Area.
- Managing and resolving resource conflicts between competing interests.

Dec. 1996 to May 2003

Fisheries and Oceans Canada

Resource Manager

Commercial/Recreational Fisheries

Resource Management, Lower Fraser Area

- Developing and implementing fisheries management plans and regulations for the commercial and recreational fishing sectors within the area.
- Developing and implementing consultation processes, catch monitoring and selective fishing experiments for the commercial and recreational harvesting sectors.
- Providing fisheries management advice and recommendations to Area Chief and other staff to improve existing and proposed policies, plans and procedures.
- Coordinating and directing the Charter Patrol Vessel contract (\$80K) for the area.
- Facilitating local area advisory and public meetings held to review fishing plans, regulations, monitoring programs, enforcement plans, science programs and to address user conflicts.
- Presenting fisheries resource updates, management objectives and departmental interests at local area advisory and public meetings to improve understanding and build relationships.

- Disseminating fishing information and regulations to fish harvesters, the public, departmental staff and other governmental agencies through various modes of communication.

OTHER WORK EXPERIENCE

- 1993 - 1996 Fisheries and Oceans Canada Hook & Line Coordinator
- 1987 - 1993 Fisheries and Oceans Canada Operations Officer
- 1985 - 1987 Fisheries and Oceans Canada Fisheries Technician
- 1985 - 1991 City of New Westminster Recreation Leader
- 1982 - 1983 JO Thomas and Associates Fisheries Technician
- 1980 - 1987 City of Vancouver Recreation Leader

EDUCATION

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|------------------------|----------------------------------------------------------------------------------------------------|
| 2005 to present | Justice Institute of British Columbia
Foundations of Effective Management and Leadership |
| 1999 to present | Justice Institute of British Columbia
Conflict Resolution and Negotiation Program |
| 1980 to 1982 | BC Institute of Technology
Natural Resources Program
Fish, Wildlife and Recreation |

OTHER TRAINING

- Toastmasters International (Public Speaking)
- 2002 to present, member of Fisheries and Oceans Canada Critical Incident Stress Management Team
- Media Spokesperson for Fisheries Management
- Human Resources (Diversity, Harassment Training)
- CPR and First Aid

AWARDS RECEIVED

- 1994 Federal Fisheries Deputy Ministers Merit Award
- 2003 Supervisor Award
- 2000 and 2002 Federal Government Women's Distinction Award
- Government of Canada Long Service Award
- 2010 Immediate Award, Regional Director General

INTERESTS

- 22 years officiating/evaluating and instructing basketball throughout Canada and Washington State,
- Outdoors – kayaking, hiking, cycling and gardening.
- Travel – Australia, Canada, Central America, Europe, New Zealand and USA.