

Lisa Ann Mijacika

REDACTED

Objective:

Use my experience and abilities effectively in a new management role for the Fisheries and Aquaculture Management Branch.

Work Experience:

Department of Fisheries & Oceans

Pacific Regional Headquarters

Vancouver

December 1989-Present

Hired by Program Planning & Economics. Program Analyst for the Pacific Fishery Licence Unit 1990-1992. Conducted research and analysis, implemented licence limitation programs in various shellfish fisheries, provided support to the Manager of the Pacific Fishery Licence Unit in policy development and planning, and provided advice and support on appeal files presented to the Pacific Region Licence Appeal Board (PRLAB).

Liaison Officer Pacific Region Licence Appeal Board (PRLAB) 1992 to 2000. Responsible for co-ordination and delivery of the PRLAB program, including facilitating and planning meetings, controlling the budget, hiring necessary staff, preparing memorandums to the Minister, liaison services with the Board members, consultation and negotiation within the Department, with fishermen and industry groups, advisory groups, other government departments and the general public. Representative for the department on implementation of licence limitation programs, determining eligibility, handling appeal grievances and judicial reviews, main contact for court cases and judicial reviews associated with these programs. I was required to resolve sensitive issues with client groups in a diplomatic fashion, provided advice and interpretation of acts, regulations, directives and policies and developed and implemented changes in policies, management plans and regulations.

Program Implementation Officer for the Pacific Fisheries Adjustment and Restructuring Program 1998-1999. This involved co-ordination of the Voluntary Salmon Licence (VLR) Retirement Committee, including creating Committee member contracts, developing reports for the VLR program, developing Terms of Reference and Guidelines and implementing subsequent initiatives such as licence fee refund programs.

Acting Chief, Pacific Fishery Licence Unit 2001-2002. Duties included planning, directing and monitoring delivery of commercial, recreational, aboriginal and other licensing programs to ensure control, recording, and the issuance of all licences; making

decisions in cases that do not meet the Minister's directives; preparing briefing materials and related correspondence; advisory and liaison services on all matters regarding regulatory, policy and procedural matters of the licensing program; managing the human, financial and technical resources of the licensing program, developing program priorities, work plans, and budgets for licensing activities, design, planning and implementation of the Pacific Licensing System and other related systems storing licensing data, developing internet access for public accessibility to licensing information, handling staffing actions, and providing leadership and training to the licensing team including supervision of twelve staff. The ability to interpret and apply a number of fisheries management acts, policies and regulations was required.

Pelagics Resource Manager, February 2002 to 2007 (Substantive position, PM05).

Resource Manager for delivery of the tuna and pacific sardine integrated fisheries management plans including commercial, recreational and First Nations components and development and planning of consultation processes for harvest planning, pre-season and post-season reviews. This entailed developing the Pacific sardine fishery under the New and Emerging policy. Also, chairing the tuna advisory board, acting as Pacific Region management lead for international tuna commission meetings, facilitating sardine advisory meetings, holding consultations with First Nations on access to the sardine fishery, negotiating partnership agreements, developing working papers and reports for external clients on fishery specific issues and drafting of briefing notes for internal management purposes. Lead for arrangement of meetings to devise solutions and work out collaborative approaches with provincial agencies, Foreign Affairs and International Trade Canada and the US National Oceanic and Atmospheric Administration (NOAA). Also, developing catch monitoring and assessment programs to meet management objectives and implementing regulatory requirements and policy changes to meet conservation goals and conform to international agreements. A main accomplishment was implementation of a limitation regime for restricting access by Canadian vessels in US waters to meet treaty obligations. I planned the coordination, development and monitoring of a vessel monitoring system, hail systems, electronic catch data recording and database system to meet international monitoring obligations for the tuna fleet. I was responsible for supervision and providing developmental opportunities for a number of co-op students.

**A/Halibut and Sablefish Coordinator, Groundfish Management Unit (GMU)
January-May 2006**

Delivery of the halibut and sablefish harvest plans in year one of the groundfish integration pilot program. This program has been identified as a very innovative and forward moving program for addressing some fundamental fisheries management objectives to improve resource conservation. I was involved in consultation on commercial, recreational and First Nations components; representing fisheries management at the International Pacific Halibut Commission (IPHC) meetings; coordinating and planning for implementation of the new 100% at-sea monitoring requirements under the pilot program; developing system modifications to the Fisheries Operations System to address program needs, and drafting the new Integrated Groundfish

IFMP. My role involved negotiating complicated partnering arrangements with the halibut and sablefish industry associations.

A/Implementation Officer, GMU June 2006-April 2007

Lead on implementation issues and working on policy initiatives such as drafting the outline for the evaluation framework of the pilot and working on the preliminary review of the first year. This involves drafting briefing materials for senior management on various issues related to the groundfish program, working with industry Committees on implementing new processes or modifications to the program, coordination of computer system requirements and enhancements to the Fisheries Operating System (FOS) for delivery of the groundfish program, and planning for the 2007/2008 Groundfish IFMP.

A/Shellfish Officer, Aquaculture Management Division July 2007-Present

Responsible for policy development and strategic advice on all shellfish aquaculture related issues and developments for the aquaculture management unit. This involves representing the region's interests on various meetings, committees and working groups involving multiple government agencies and private sector partners and stakeholders and working on solutions to a broad range of aquaculture issues. Developing and recommending actions plans, strategies and processes to foster improvements in interdepartmental, intergovernmental and industry coordination and harmonization on regulatory and policy issues. Coordinating and contributing to reviews, analysis and development of regional aquaculture program strategies, plans and proposals. Developing and providing advice and recommendations to senior management, and to industry on matters such as regulatory, policy, procedural, protocol and operational activities of the aquaculture industry. Recently, involves developing and administering contribution agreements for release of funding for the national Aquaculture Innovation and Market Access Program.

I have acted as Director/Aquaculture Management Division, for short periods of time, responsible for delivery of the AMD, coordination of the aquaculture program with National Headquarters and supervision of three positions.

A/Manager, Business and Client Services August 2009-Present

Leads a multi-disciplinary group responsible for providing licensing services to external client groups, information management services to internal and external clients, co-management support to Resource Management staff, and policy and strategic advice to the RD FAM. My specific activities include management of fourteen staff, conducting analysis and providing strategic and management advice, developing and providing advice on licensing and related programs and policies, leading the business information systems group in the Region to maintain existing information system and development of new systems and business processes. I have also been leading and assisting FAM in response to a variety of strategic files, for example proposal for extension of the

provincial white sturgeon licence requirement, the commercial licence fee review and the Pacific Region licensing rules review.

Additional Work Experience:

Ocean Fisheries Ltd. - Steveston Plant

Summer job from 1985-1988, working in the fish processing plant as a factory worker assigned to food quality control and safety inspection.

J.L. Satchel Shop
Metrotown Mall

October-June 1988, working part time as a sales clerk, recording company figures, customer relations and sales.

Educational Background:

University of British Columbia, Bachelor of Arts, Graduated 1989 (majored in Sociology).

Training:

- Facilitation, Consultation and Negotiation,
- Team Building
- Dealing with Difficult -People, Harassment Awareness
- Management Development I
- Resolving Conflict in the Workplace, Centre for Conflict Resolution.
- The Art & Craft of Policy Making – Institute on Governance

Awards:

-1999 Certificate of Excellence "In recognition of outstanding contribution to the implementation of the Pacific Fisheries Adjustment and Restructuring Program,1999.

Merit Awards:

- 1998 Delivery of the Groundfish Trawl IVQ appeal process.
- 2001/2002 Team award for delivery of the pacific region licensing program.
- 2003 Award for development of the pacific sardine fishery.
- 2006 Instant Award for Implementation of the Groundfish Integration Pilot
- 2007 DFO Prix d'Excellence

Skills:

- Excellent interpersonal skills and leadership skills, good consultation and negotiation skills and public speaking abilities.
- Ability to lead and facilitate meetings with multi-disciplinary teams and establish effective processes.
- Exercise good judgement, meet deadlines, devise solutions to problems, communicate effectively and come up with new ideas.

- Ability to work through difficult issues and devise solutions to problems in challenging environments.
- Ability to commit and be responsible for development and implementation of significant projects.