

# **RESUME**

## **REBECCA ANNE REID**



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### **EDUCATION**

Master of Science, Food Science, Faculty of Agriculture. University of British Columbia (1987 – 1990).

Bachelor of Agriculture Science, Food Science and Applied Microbiology. Faculty of Agriculture. University of Saskatchewan (1983 – 1987).

### **EXPERIENCE**

February 1 2011 – present

Regional Director, Fisheries Management

- Responsible for delivery of fisheries and aquaculture management programs for the Pacific Region, including the treaty and aboriginal policy program, and the Pacific Integrated Commercial Fisheries Initiative.

June 2010 – January 31, 2011

Acting Associate Regional Director General (EX 03); Fisheries and Oceans Canada, Pacific Region

- Responsible for Human Resources and Corporate Services Branch in the Region, including Human Resources Branch, Finance and Administration Branch, Real Property, Safety and Security Branch, and Small Craft Harbours Branch with a combined FTE number of 208 and a budget of ~\$43M.
- Provided support and leadership to the Regional Director General on key horizontal activities such as integrated planning, and issues management.

2007 – 2010

Regional Director, Oceans, Habitat and Enhancement (EX 02); Fisheries and Oceans Canada (substantive position)

- Responsible for Regional programs; Salmonid Enhancement, Habitat Management, Oceans, and Species at Risk. Habitat Management and Species at Risk are both highly regulatory programs with a mandate to ensure compliance to conditions set out in the *Fisheries Act*, and the *Species at Risk Act*, respectively.
- Lead and direct Regional and decentralized Area-based management team with a combined salary and operating budget of \$40M and ~315 FTEs.
- Manage significant capital assets associated with Departmental major hatchery facilities and associated vehicles, equipment and other assets.
- Leads and directs significant Regional operational policy and program delivery initiatives: for example, developed a strategy for streamlining review of all habitat

- referrals in the Region; improved service to developers and other clients through business process redesign of major habitat project environmental review process; initiated review and revitalization of Salmonid Enhancement program.
- Provides strategic and tactical advice to senior management and Minister regarding key decisions and considerations in setting direction for the four program areas.
  - Manage complex public policy issues in the delivery of the habitat management program, particularly the completion of environmental assessment and authorizations for highly controversial major development projects such as the Prosperity Mines panel submission, Mount Milligan comprehensive study report, and the Red Chris Mines environmental assessment.
  - Through implementing the Oceans program, took lead in managing sensitive issues and resolving conflicts between competing groups; for example, worked with First Nations and stakeholders to establish a marine protected area for the Bowie Seamount area which required tradeoffs between commercial fishing and First Nation interests. Established governance structures for a large ocean integrated planning area which required extensive consultations, negotiations and conflict resolution with First Nations, commercial and recreational fishing groups, oceans industry stakeholders, local communities, regional governments, and the Province of BC.

2004 – 2006

**Regional Director, Treaty and Aboriginal Policy (EX 01); Fisheries and Oceans Canada**

- Efficiently and effectively managed ~40 staff in a decentralized regional environment with operating budget of over \$5M and \$25M annual budget for the delivery of three Grants and Contribution programs for First Nations in BC and Yukon.
- Crafted a strategic approach with the Federal Treaty Negotiation Office to identify and work to resolve outstanding fisheries issues related to BC treaty negotiations.
- Provided strategic advice to senior management regarding sensitive and complex issues related to treaty negotiation approaches for fish and fish habitat in BC.
- Directed, developed mandates and led negotiation of complex and often contentious agreements between Department and First Nations.
- Developed a series of Departmental policies or position papers related to aboriginal fishing and treaty negotiations.
- Consulted regularly with First Nations, Province of BC, other federal departments, particularly Indian and Northern Affairs, Canada, as well as key stakeholders including commercial and recreational fishing organizations. Lead development and implementation of an interdepartmental conflict resolution partnership project working with the Cheam First Nation.

2002-2003

**Regional Director, Policy and Economic Analysis (EX 01); Fisheries and Oceans, Canada**

- Regional lead for all horizontal policy development, including interdepartmental and provincial government activities.
- Led Region on implementation of the newly promulgated *Species at Risk Act*. Successfully negotiated SARA implementation agreement between Province of BC, Parks Canada and Environment Canada.
- Developed and implemented new and innovative approaches to policy development and analysis in the Region; represented the Region on the national policy review committee.
- Provided liaison role between Region and Minister's office including Ministerial visits, weekly briefings, point of contact in Region, vetting of all briefing material.

2000-2002

**Area Director, Central Coast (EX 01); Fisheries and Oceans, Canada**

- Created new Area in Central Coast of British Columbia; requiring the design of new organizational model; the reorganization of over 100 staff and \$10M of programs in the Region; and the design and implementation of new programs and processes.
- Worked in partnership with First Nations, communities, local and provincial government, environmental non-government organizations, commercial and recreational fishing stakeholders, and other federal departments to deliver fisheries management, salmonid enhancement, oceans, and stock assessment programs in the Central Coast as well as the regulatory-based programs of conservation and protection and habitat management. This often required resolving conflicts and seeking common interests between these competing groups.
- Developed and implemented a nationally approved three-year strategic plan for the development the Pacific Region's first integrated management plan under *Canada's Oceans Act*.

1996-2000

**Regional Treaty Negotiator (PM 06), Aboriginal Fisheries Program Manager (PM 06), Aboriginal Fisheries Program Officer (PM 04); Fisheries and Oceans, Canada**

- Coordinated development, drafting and negotiation of multi-year and annual co-management agreements between Department and BC and Yukon First Nations.
- Led implementation of Fisheries Chapter of Nisga'a Final Agreement (Treaty) on behalf of Department.

1990-1996

**Fish/Shellfish Quality Specialist (SG 02) Inspection Branch, Fisheries and Oceans, Canada (now Canadian Food Inspection Agency)**

- Conducted scientific studies into health and safety of high-risk products: for example depuration of contaminated clams and oysters, thermal process deviations of canned seafood products.
- Advised the public, industry and senior management on health and safety regulations, proper public health practices, and community health issues.
- Inspected and audited high-risk food processing plants: specifically those processing cooked and ready-to-eat foods, shellfish processors, and canneries.
- Worked directly with senior representatives of processing plants to identify deficiencies in order to achieve necessary corrective actions.



## **RELIABILITY AND SECURITY**

Secret classification