

RÉSUMÉ

Paul R. Steele

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EDUCATION

ACADIA UNIVERSITY

Wolfville, Nova Scotia

1974-1978

Bachelor of Arts

Major in Political Science, Minor in Economics

FEDERAL GOVERNMENT TRAINING PROGRAMS

French Language Training

Media Relations

Time Management

Project Management

Financial and Human Resource Management

DFO Management Development III (June 1998)

ACHIEVEMENTS

- Department of Fisheries and Oceans Merit Awards (1994 and 1995)
- Ministerial Award for Contribution to Canada's Conservation Efforts in Preserving Straddling Stocks (1996)
- Deputy Minister's Commendation (1998)
- ADM's Commendation for Contribution to the Development of Canadian Legislation to Implement the U.N. Fisheries Agreement (UNFA) (1999)

WORK EXPERIENCE

Fisheries and Oceans

Conservation and Protection Directorate

200 Kent Street

Ottawa, ON K1A 0E6

Director General, Conservation and Protection Directorate

June, 2005 to June, 2006 (acting) and June, 2006 to present (substantive)

- Performed the regular duties of the Director General's position, including management of human resources and national program budgets, providing functional direction to Regional Directors, coordinating the development of national policies and procedures relating to the fisheries enforcement program, directing the establishment of strategic priorities for the program at the national level and overseeing the recruitment and training of fishery officers and other C&P staff.

Director, Enforcement Branch

Conservation and Protection Directorate

March 2001 to June 2005

- National coordination of DFO enforcement operational programs.
- Establishment of national enforcement priorities and strategies, based on consultation with various parties, including national and regional program managers, other government departments and fishing industry representatives.
- Development of more cost-effective methods and techniques for fisheries enforcement.
- Development and implementation of national strategies for the recruitment and training of fishery officers.
- Management of national enforcement program budgets.

Chief, Enforcement Programs

Conservation and Protection Directorate

August 1992 to March 2001

- Preparation of ministerial briefing materials, communications plans, Memoranda to Cabinet, etc. on fisheries compliance and enforcement issues.
- Liaison with the Minister's office and senior departmental officials regarding enforcement operations.
- Evaluation of fishing plans submitted by industry representatives and provision of advice regarding the practicality and enforceability of proposed plans and management measures.
- Development and implementation of national data bases and information systems related to the enforcement program.
- Identification of requirements for new compliance and enforcement policies and providing advice on the content of such policies.

Senior Staff Officer, International Fisheries

International Directorate, DFO

September 1997 to February 1998 and November 1998 to January 1999

- Completed two acting assignments working on international fisheries issues, primarily the Pacific Salmon Treaty
- Worked closely with officials from the DFO Pacific Region and the Department of Foreign Affairs.

Staff Officer, Enforcement Operations and Enforcement Policy

February 1985 to August 1992

- Coordination of operational enforcement programs and drafting of national policies and standards.
 - Preparation of annual fishing plans and licencing guidelines for foreign vessels fishing within Canada's 200 mile economic zone.
 - Representing DFO at bilateral meetings with foreign representatives.
 - Coordination of Atlantic Sector at-sea observer and aerial surveillance programs.
 - Participation in consultations with representatives of industry, provincial governments and other federal departments with regard to fisheries enforcement issues.
 - Coordination of the Ministerial licence suspension program.
 - Drafting of Memoranda to Cabinet and Treasury Board submissions
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- Liaison with other government department (e.g. DND, RCMP) and assisting in the negotiation and drafting of Memoranda of Understanding with those departments.
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References available upon request.
