

EXECUTIVE SUMMARY

I have a broad international research and project management expertise in conservation biology, including publications in the important elements of ecotoxicology, biostatistics, population dynamics, and quantitative/population genetics, with particular personal interest in evolution and the components of variability in reproductive success. I have participated in the development of research programs and management plans for conservation and resource management worldwide.

I began working in International Development and Research in 1983 at Dalhousie University as a research associate and project coordinator for the Aquaculture Genetics Network. While holding an Associate Scientist position at the University of Québec at Chicoutimi, I directed a firm specialising in international development from 1989-1994, with particular interest in fisheries resource monitoring, population dynamics, aquaculture and genetics. Within this framework, I managed projects, supervised graduate students, professional and technical staff in Canada and in tropical countries and collaborated on research in four continents. From 1994 to 1997, I accepted an overseas post as a Regional Unit manager and Scientific Advisor for the Caribbean Fisheries Resource Assessment and Management Programme, a regional project financed by the Canadian International Development Agency. I then held a Senior Conservation Scientist position at the Columbia River Inter-Tribal Fish Commission, in Portland, Oregon (USA) between 1997 and 2004, where I coordinated research activities in genetics and water quality at the University of Idaho. Perhaps my greatest accomplishment was the development and construction of the “Collaborative Center for Applied Fish Science” in partnership with the University of Idaho and the US Dept of Agriculture. I presently hold the position of Director, Aquatic Ecosystem Protection Research Division within the Science and Technology Branch at Environment Canada, where I now concentrate my effort in the management and development of ecosystem protection research.

EDUCATION

- Ph.D. (Biology) in population dynamics, with emphasis on modelling and statistical methods. Dalhousie University, Biology Dept. 1994. THESIS: Habitat-dependence of population abundance and variability in juvenile atlantic salmon (*Salmo salar*).
- M.Sc. (Biology), in evolutionary ecology. McGill University, Biology Dept., 1983.
- B.Sc. Honours (Biology) in ecology and systematics, with graduation *Cum laude*. University of Ottawa, Biology Department, 1980.
- Additional training: A series of college courses on Financial and economic management of agricultural enterprises (Collège Rosemont, 1993 and 1994); Open Water Scuba Diver (University of Ottawa, 1980); Diving Biologist (Dalhousie University, 1987).

POST-GRADUATE SCHOLARSHIPS:

- Ph.D.: Natural Science and Engineering Research Council (NSERC). 1986
- M.Sc.: Natural Science and Engineering Research Council (NSERC), 1981; Fonds FCAR pour l'aide et le soutien à la recherche (Québec) 1982; McGill University Travel Fellowship, 1982, 1983.

EXPERIENCE

<i>Position</i>	<i>Dates</i>	<i>Institution and description</i>
Director, Aquatic Ecosystem Protection Research Division	2008-present	Environment Canada, (Centre St-Laurent), Montréal, Qc
Section head, Fluvial Ecosystem research	2004-2008	Environment Canada (Centre St-Laurent), Montréal, Qc
Affiliate Faculty and program coordinator	1997-present	University of Idaho, Moscow, Id.
Senior Conservation Scientist, Head of Production and Restoration Research Group	1997-2004	Columbia River Inter-Tribal Fish Commission, Portland, Oregon (USA).
and Regional Unit Manager and Fisheries Scientist	1994-1997	Caribbean Fisheries Resource Assessment and Management Program/Canadian International Development Agency, Port-of-Spain, Trinidad and Tobago
Managing Partner & Consultant	1989-1994	Talbot and Associates (biostatistics, population dynamics, genetics, int. development)
Research Associate	1990-1994	Département des Sciences Fondamentales, Université du Québec à Chicoutimi, Québec, Canada
Research Associate & Project Manager	1983-1989	Biology Department, Dalhousie University, Halifax, Nova Scotia
Project Director	1982	National Museums of Natural History, Ottawa, Canada

PROJECTS (PARTIAL LIST)

<i>Expertise</i>	<i>Project description</i>	<i>Institution or Client</i>
Management	Impacts of Contaminants and Other Substances of Concern on Aquatic Ecosystems and Water Resources (1B1e lead)	Environment Canada
	Toxic Substances Research (3A2a lead)	Environment Canada
	Research on the Impacts of Human Activities on Hydrology, Water Resources and Aquatic Ecosystems (1B1f Co-Lead)	Environment Canada

<i>Expertise</i>	<i>Project description</i>	<i>Institution or Client</i>
Resource Assessment & Conservation Biology	Synthesis of water availability issues for the St-Lawrence River system	Environment Canada
	Program Management and Research Coordination	CRITFC/University of Idaho
	Development of a conceptual framework for ecological genetics of Pacific salmon conservation (and associated research).	CRITFC
	Endangered Species Act Project Leader	CRITFC
	Virtual Population modelling of Chinook (<i>Oncorhynchus tshawytscha</i>) and steelhead salmon (<i>O. mykiss</i>)	CRITFC
	Development of research strategies, instructional material and co-ordinating project implementation for a Caribbean Shrimp/Groundfish Research Programme	CARICOM/ Canadian International Development Agency (CIDA)
	Development of a management plan and stock assessment capabilities, and technical assistance in artisanal and industrial groundfish and shrimp fisheries in Benin (Africa).	International Centre for Ocean Development (ICOD) / Canadian International Development Agency (CIDA)
	Conduct workshop in applied statistics, and technical support for pelagic, groundfish and octopus fisheries research (Mauritania, Africa).	International Centre for Ocean Development (ICOD).
	Evaluation of management requirements for the Saguenay Marine Park groundfish fisheries and population dynamics of the turbot (<i>Reinhardtius hippoglossoides</i>), cod (<i>Gadus morhua</i>) and redfish (<i>Sebastes mentella</i>).	Environment Canada / Fisheries and Oceans
	Description of sport and commercial fishing activities in the Saguenay fjord and its potential effects on the groundfish population, including the potential development of a shrimp and crab fishery.	Environment Canada / Fisheries and Oceans
	Development of a population estimation method based on the Bayesian principle of simultaneous analysis of removal data from many sites.	Fisheries and Oceans Canada (Saint-John's, Newfoundland)
	Development of a monitoring methodology for the evaluation of the exploitation and fishing activities of landlocked Atlantic salmon (<i>Salmo</i>	Ministry of the Environment and Fauna, Québec (Saguenay-Lac St-Jean Region)

<i>Expertise</i>	<i>Project description</i>	<i>Institution or Client</i>
Fisheries & Aquaculture	<i>salar ouananiche</i>) in Lac St-Jean	
	Analysis of the effect of fishing pressure on the burbot (<i>Lota lota</i>) populations in Lac St-Jean	Ministry of the Environment and Fauna, Québec (Saguenay-Lac St-Jean Region)
	Genetic improvement of common carp (<i>Cyprinus carpio</i>) and Tilapia (<i>Oreochromis spp.</i>) stocks. (Several individual projects, including cryopreservation of sperm)	International Development Research Centre (IDRC)
	Genetics of growth and productivity of fish in aquaculture and the inter-relationship of life history strategies in relation to intraspecific competitive ability in fish.	International Development Research Centre (IDRC)
	Monitoring of research progress in the Indonesian carp genetics project and dissemination of results at a regional meeting in Singapore.	International Development Research Centre (IDRC)
	Collaboration with a marine fisheries research scientist from the Caribbean region (Saint-Lucia) on estimating tropical resource exploitation rate and variation in the productivity of the coral reefs around the island.	Dalhousie University
	Dynamics of habitat use in relation to population abundance in Atlantic salmon parr: Test of ecological principles.	Fisheries and Oceans Canada (Saint-John's, Newfoundland)
	Study of the fecundity of Atlantic salmon (<i>Salmo salar</i>) in relation to growth at time at sea and its impact on production in rivers.	Ministry of the Environment and Fauna, Québec (Direction Générale du Québec, Québec)
	Management of the experimental fisheries database in the Saint Lawrence river system.	Ministry of the Environment and Fauna, Québec (Direction Générale du Québec, Québec)
	Analysis of the effect of fishing pressure on landlocked salmon (<i>Salmo salar ouananiche</i>) populations in Lac St-Jean.	Ministry of the Environment and Fauna, Québec (Saguenay-Lac St-Jean Region)
	Determination of productive capacity of habitat for juvenile Atlantic salmon; and the application of juvenile density and production models in assessing the status of salmon stocks.	Fisheries and Oceans Canada (Saint-John's, Newfoundland)
	Resource person for studies on the distribution and abundance of salmon	Hydro-Québec

<i>Expertise</i>	<i>Project description</i>	<i>Institution or Client</i>
	parr in rivers, and the quantitative estimation of the impact of changes in discharge patterns.	
	Determination of a classification method for the productive capacity of juvenile salmon habitat.	Ministry of the Environment and Fauna, Québec (Direction Générale Du Québec, Québec)
	Prediction of the productivity of juvenile salmon from insular Newfoundland in relation to physical and biological stream parameters.	Fisheries and Oceans Canada (Saint-John's, Newfoundland)

PUBLICATIONS

GAGNÉ F, BLAISE, C., ANDRÉ, C., PELLERIN, J., TALBOT, A., SHERRY, J. 2009. Age-dependent health impacts of contamination in *Mya arenaria* clams in the Saguenay fjord. *Environ Internat.*

GAGNÉ F, BLAISE C, PELLERIN J, FOURNIER M, GAGNON C, SHERRY J, TALBOT A. 2009. Impacts of pollution in feral *Mya arenaria* populations: the effects of clam bed distance from the shore. *Sci Total Environ.* 407, 5844-54.

GAGNÉ, F., C ANDRÉ, C BLAISE, J PELLERIN, J SHERRY, A TALBOT. 2009. The relationship between mitochondrial activity and gonad lipid stores in cold- and warm-water-adapted clam populations: the disruptive effect of pollution-related stress. *Invertebrate Survival Journal*. In press.

Sévigny, J.-M., A. Valentin, A.J. Talbot, et N. Ménard. 2009. Connectivité entre les populations du fjord du Saguenay et celles du Golfe du Saint-Laurent. P. 315-339 in Pelletier, E. et J.-M. Sévigny. *Parc marin du Saguenay-Saint-Laurent : Dix années de recherche et de conservation.* *Revue des Sciences de l'eau* 22(2). 371 pp.

GAGNÉ, F., BLAISE, C., PELLERIN, J., FOURNIER, M., DURAND, M.J., TALBOT, A. J. 2008. Relationships between intertidal clam population and health status of the soft-shell clam *Mya arenaria* in the St. Lawrence Estuary and Saguenay Fjord (Québec, Canada). *Environment International.* 34(1):30-43.

NARUM, S.R., D. HATCH, A.J. TALBOT, P. MORAN, M.S. POWELL. 2008. Iteroparity in complex mating systems of steelhead *Oncorhynchus mykiss* (Walbaum). *Journal of Fish Biology* 72:45-60

NARUM, S.R., W.D. ARNSBERG, A.J. TALBOT AND M.S. POWELL. 2007. Reproductive isolation following reintroduction of Chinook salmon with alternative life histories. *Conservation Genetics* 8:1123-1132.

HYUN, S.-Y., K. MYERS, AND A. J. TALBOT. 2007. Year-to-year variability in ocean recovery rate of Columbia River Upriver Bright fall Chinook salmon (*Oncorhynchus tshawytscha*). *Fisheries Oceanography* 16(4): 350-362

TALBOT, A.J. AND P. GALBREATH. 2006. Salmon Restoration – A Native American Perspective from the Columbia River. p. 551-576 in Lackey, Robert T., Denise H. Lach, and Sally L. Duncan. (Eds.) *Salmon 2100: The Future of Wild Pacific Salmon*. American Fisheries Society, Bethesda, Maryland, 629 pp.

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NARUM S. R., M. S. POWELL, R. EVENSON, B. SHARP, and A. J. TALBOT. 2006. Microsatellites reveal population substructure of Klickitat River native steelhead and genetic divergence from an introduced stock. *North American Journal of Fisheries Management* 26:147-155.

BRANNON, E.L, D. F. AMEND, M.A. CRONIN, J.E. LANNA, S. LAPATRA, W.J. MCNEIL, R.E. NOBLE, C.E. SMITH, A.J. TALBOT, G.A. WEDEMEYER, AND H. WESTERS. 2004. The controversy about hatcheries: The use of hatcheries in supplementation and recovery of wild salmon and steelhead: resolving the confusion of hatchery fish performance with fisheries management. *Fisheries* 29(9):12-31. 28 citations

NARUM, S.R., M.S. POWELL, A.J. TALBOT. 2004. A Distinctive Microsatellite Locus That Differentiates Ocean- Type from Stream-Type Chinook Salmon in the Interior Columbia River Basin. *Transactions of the American Fisheries Society* 133:1051–1055. 3 citations

BRANNON, E., M.S. POWELL, T. QUINN, and A.J. TALBOT. 2004. Population structure of Columbia River chinook salmon and steelhead trout and application to existing populations. *Reviews in Fisheries Science*, Vol 12(2-3): 99-232. (46 citations)

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tshawytscha) Evolutionary Significant Unit. In Proceedings of the International Congress on the Biology of Fish; Hatchery Reform: the science and the practice, pp. 37-41, eds. E. Brannon and D. MacKinlay. University of British Columbia.

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TALBOT, A., A. BOURGEOIS and J.-M. SÉVIGNY. 1994. Évaluation de l'exploitation du Sébaste atlantique (*Sebastes mentella*) par la pêche sportive hivernale sur le Saguenay. in Sévigny, J.M. et C. Couillard (eds.) 1994. Le Fjord du Saguenay: un milieu exceptionnel de recherche. Rapp. tech. can. sci. halieut. xxxx: xx + xx p.

TALBOT, A. 1994. Habitat-dependence of population abundance and variability in juvenile Atlantic Salmon (*Salmo salar*). Ph.D. Thesis, Dalhousie Univ., Halifax, Nova Scotia, Canada B3H 4J1. 214 pp.

CARON, F. and A. TALBOT. 1993. Re-evaluation of habitat classification criteria for juvenile salmon, p. 139-148. In R.J. Gibson and R.E. Cutting [ed.] Production of juvenile Atlantic salmon, *Salmo Salar*, in natural waters. Can. Spec. Publ. Fish. Aquat. Sci. 118. 5 citations

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circulus spacing: II. Use of marginal ossification to detect non-growing fish. Can. J. Fish. Aquat. Sci. 49(4):701-707.

TALBOT, A.J. and R.J. GIBSON. 1992. Habitat utilization by juvenile Atlantic salmon in Newfoundland rivers. p. 163-184 In J.B. Dempson [ed.] Collected papers on fish habitat with emphasis on Salmonids. Canadian Atlantic Fisheries Scientific Advisory Committee. CAFSAC Res. Doc. 90/77. 423 pp.

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TALBOT, A.J. and R.W. DOYLE. 1990. Statistical properties and power of growth estimation using scale microstructure. p. 421-424 in R. Hirano and I. Hanyu (eds.). The Second Asian Fishery Forum. 991 pp. Asian Fisheries Society, Manila, Philippines.

MATRICIA, T., A.J. TALBOT and R.W. DOYLE. 1989. Instantaneous growth rate of Tilapia genotypes in undisturbed aquaculture systems. I. "Red" and "Gray" morphs in Indonesia. AQUACULTURE. 77:295-306. (also internal report to IDRC) 5 citations

DOYLE, R.W. and A.J. TALBOT. 1989. Repeatability of relative size-specific growth in Tilapia. p. 451-456 in R.S.V. Pullin, T. Bhukasawan, K. Tonguthai and J.L. MacLean (eds.) The Second International Symposium on Tilapia in Aquaculture. ICLARM Conference Proceedings 15. 623 pp. Department of Fisheries, Bangkok, Thailand, and International Centre for Living Aquatic Resources Management, Manila, Philippines.

TALBOT, A.J., T.K. HAY, R.W. DOYLE and A.E.L. McNAUGHTON. 1989. "Current growth" estimators in Tilapia. p. 509-513 in R.S.V. Pullin, T. Bhukasawan, K. Tonguthai and J.L. MacLean (eds.) The Second International Symposium on Tilapia in Aquaculture. ICLARM Conference Proceedings 15. 623 pp. Department of Fisheries, Bangkok, Thailand, and ICLARM, Manila, Philippines.

DOYLE, R.W., A.J. TALBOT and R.R. NICHOLAS. 1987. Statistical interrelation of length, growth and scale circulus spacing: appraisal of a growth-rate estimator for fish. Can. J. Fish. Aquat. Sci. 44(9):1520-1528. 21 citations

DOYLE, R.W. and A.J. TALBOT. 1986. Effective population size and selection in variable aquaculture stocks. Aquaculture. 57:27-36. 12 citations

DOYLE, R.W. and A.J. TALBOT. 1986. Artificial selection on growth and correlated selection on competitive behaviour in fish. Can. J. Fish. Aquat. Sci. 43(5):1059-1064. 36 citations

TALBOT, A.J. and D.L. KRAMER. 1986. Effects of food and oxygen availability on habitat selection by guppies, *Poecilia reticulata*. Can. J. Zool. 64(1):88-93. 20 citations

Talbot, A.J., and F. Gagnon. 2008. Physiological indicators of stress, chronic exposure, life cycles and evolution. ECOBIM 2008. Bordeaux, France (also session chair, Genomics responses).

MUIR, D., E. SVERKO, E. BARRESI, J. SMALL, X. WANG, M. HOUDE AND A.J. TALBOT. 2007. Contaminants in Greenland shark from the Saguenay River. Environment Canada. WSTD Contribution No. 07-020. 15 pages.

TALBOT, A. (ed.). 2006. *Water Availability Issues for the St. Lawrence River: An Environmental Synthesis*. Environment Canada, Montréal. 204 pages.

NARUM S. R., M. S. POWELL, R. EVENSON, B. SHARP, and A. J. TALBOT. 2005. Microsatellites reveal population substructure of Klickitat River native steelhead and genetic divergence from an introduced stock. National AFS, Anchorage, September 2005.

HYUN, S., AND A.J. TALBOT. 2004. Status of Snake River spring/summer chinook salmon and steelhead by an integrated risk metric. Columbia River Inter-Tribal Fish Commission report for Bonneville Power Administration. 41 pp.

EVENSON, D.E. and A.J. TALBOT. 2003. Development of a stock assessment and research plan for mid-Columbia summer chinook salmon. Columbia River Inter-Tribal Fish Commission Tech. Rep. 03-03, Portland, Oregon, 149 p.

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BEASLEY, C.A., A. TALBOT, D.R. HATCH, and A. RITCHIE. 2000. Johnson Creek artificial propagation and enhancement project (JCAPE) benefit risk analysis. Prepared for the Nez Perce Tribe.

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TALBOT, A., M. BENFIELD, and L. MORTON. 1996. Biology of selected shrimp and Groundfish species on the Guiana/Brazil Continental Shelf. *The Joint CFRAMP Sub-Project Specification Workshop and Fourth Meeting of the WECAFC Ad Hoc Shrimp and Groundfish Working Group on the Guiana/Brazil Continental Shelf*, Hotel Normandie, St. Ann's, Trinidad. 8-12 January 1996, Vol. Technical Papers. CFRAMP, Shrimp and Groundfish Resource Assessment Unit, PO Box 3150, Carenage Post Office, Carenage, Trinidad.

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shrimp production in the Guiana/Brazil Continental Shelf area. *The Joint CFRAMP Sub-Project Specification Workshop and Fourth Meeting of the WECAFC Ad Hoc Shrimp and Groundfish Working Group on the Guiana/Brazil Continental Shelf*, Hotel Normandie, St. Ann's, Trinidad. 8-12 January 1996, Vol. Proposals. CFRAMP, Shrimp and Groundfish Resource Assessment Unit, PO Box 3150, Carenage Post Office, Carenage, Trinidad.

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TALBOT, A., and T. PHILLIPS. 1995. Background review and Sub-Project Initiation Mission report for Shrimp and Groundfish Assessment (WBS - 420). CFRAMP, Shrimp and Groundfish Resource Assessment Unit, PO Box 3150, Carenage Post Office, Carenage, Trinidad.

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TALBOT, A.J. 1992. Le développement du suivi de la pêche à la ouananiche du lac St-Jean: Rapport final. Présenté au Ministère de l'Environnement et de la Faune, Direction du Saguenay/Lac Saint-Jean. Janvier 1992.

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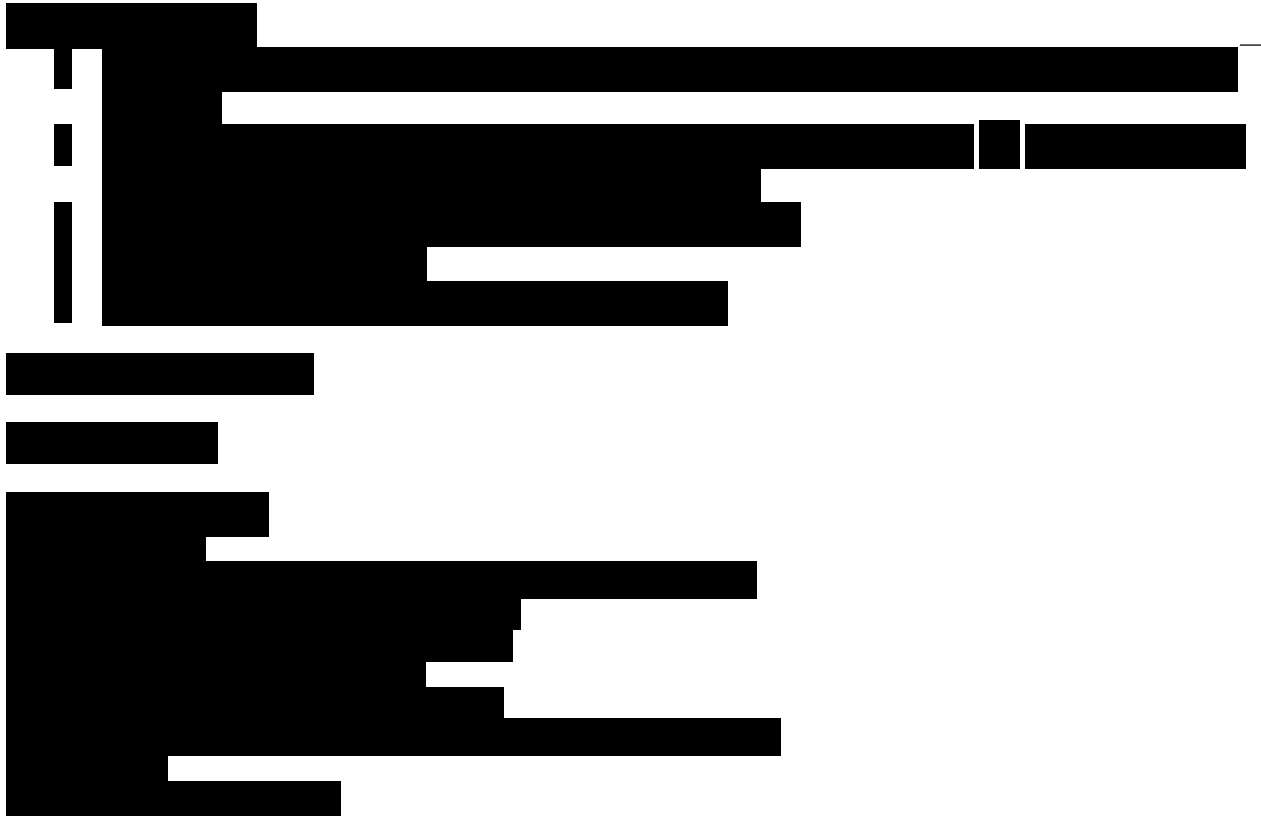
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Upon request