



Vacancy announcement: Chief Biologist

December 3, 2018

The Pacific Salmon Commission (PSC), an international organization responsible for transboundary salmon fisheries management in Canada and the United States, is seeking a Chief Biologist for its headquarters in Vancouver, B.C. This position is open to Canadian and non-Canadian citizens.

This is a senior position within the PSC Secretariat, reporting to the Executive Secretary and part of the management team. In coordination with division staff, the Chief Biologist is responsible for general scientific program administration and delivery of Fraser River salmon stock assessments assigned to the Secretariat.

Major duties

The Chief Biologist is the Secretariat's principal officer for scientific and technical initiatives. In general, the Chief Biologist is responsible for ensuring the Secretariat's technical programs are suited to the needs of the Parties, cost effective, and scientifically defensible. In addition to routine deliverables, this entails strategic planning in the areas of stock assessment, data management, workforce strategy, and scientific policy.

While subordinate staff are responsible for significant data collection and analysis in Fraser River salmon assessments, the incumbent is responsible for ensuring cohesive and timely delivery of final results to the PSC's Fraser River Panel and Fraser River Technical Committee. This requires review and collation of staff work for transmission and explanation to scientists, fishery managers, and industry representatives from Canada and the United States. The Chief Biologist is also a point of contact for media, and represents the scientific staff at Commission meetings and other forums where PSC technical expertise is required.

Responsibilities include:

- Near- and long-term planning to identify and achieve division objectives;
- Articulation of workload priorities, scientific policies, division initiatives, and staff assignments;
- Supervision and leadership for 16 division personnel (including 4 direct reports), consistent with Secretariat policies and the direction of the Executive Secretary;

- Primary Secretariat point of contact on scientific matters with Canadian and U.S. PSC delegates;
- Direction to staff for in-season collection and analysis of catch, escapement, and racial data, and analysis of daily/weekly in-season run status through estimates of total production, potential catch and escapement, management adjustments, migration timing, and other variables;
- Implementation of internal controls on data quality and expert judgment in data interpretation when needed;
- Collation, interpretation, and explanation of scientific data and methodologies to scientists, fishery managers, Tribal/First Nation representatives, and fishermen serving on the Fraser River Panel and Technical Committee;
- Objective assessment of national Fraser River regulatory recommendations in selected geographic areas;
- Liaison with subordinates and senior staff on project execution, administrative matters, and annual budget development;
- Representation of the Commission at relevant technical discussions, meetings, and scientific conferences as directed;
- Preparation or review of news releases, technical reports, grant proposals, and other documents related to the Commission's scientific work; and
- Other duties as assigned

Minimum Qualifications

- Graduate degree (from a recognized post-secondary institution) in biology, fisheries, resource management, or related field;
- Proficiency in salmon fisheries science and biology;
- Five years' experience in leading and managing professional staff;
- Excellent English communication skills, written and verbal, to explain technical information to a variety of audiences;
- Proficiency in Microsoft Office Applications (Word, Excel, PowerPoint, Access);
- Demonstrated ability to work efficiently while under time constraints on multiple projects;
- A high degree of adaptability and ability to cooperate effectively with people;
- Valid passport and ability to cross the U.S./Canadian border regularly

Advantages

- Experience in strategic planning for a scientific program;
- Experience in data management issues and/or the development of relational databases;
- Experience with interjurisdictional, Tribal/First Nations, or international fisheries management organizations.

Salary and benefits

Salary range: CAD \$104,788 to CAD \$122,703, which is equivalent to the Canadian Public Service classification for a BI-5. The position is solely with the PSC, not the Canadian Public Service, although qualified public servants have the option of transferring their pensionable service to the PSC pension plan. The PSC offers a full benefits package including a defined benefit pension, extended health and dental coverage, life insurance, and disability insurance.

Interested applicants should have a flexible attitude and enjoy being part of a dynamic and progressive team in a unique international organization. If interested, please forward a cover letter and résumé by **February 1, 2019** to Julie Ehrmantraut (Ehrmantraut@psc.org). Select candidates will be invited for an interview February 18-22, 2019 with an expected start date on or about March 15, 2019. This position is open to Canadian and non-Canadian citizens.