



## PACIFIC SALMON COMMISSION

ESTABLISHED BY TREATY BETWEEN CANADA  
AND THE UNITED STATES OF AMERICA  
MARCH 18, 1985

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### **Vacancy Announcement**

### **Director of Stock Monitoring**

The Pacific Salmon Commission (PSC), an international organization responsible for transboundary salmon fisheries management in Canada and the United States, is seeking a Director of Stock Monitoring for its office in Vancouver, BC. This position will be in the Fisheries Management Division, focusing on Fraser River sockeye and pink salmon.

Under the direction of the Chief Biologist, the incumbent will be responsible for administration and management of the PSC Stock Monitoring program. This generally entails (1) processing, analysis, and interpretation of test fishing and hydroacoustics data collected for Fraser River sockeye and pink salmon management, (2) engaging and negotiating with contracted fishermen, buyers, and other service providers, (3) presenting technical information to international groups of fishermen, scientists, and policy analysts, and (4) managing a small technical staff and associated program budgets. In executing their duties, the incumbent will liaise regularly with personnel from federal, provincial, state, First Nation, and U.S. tribal agencies on sensitive and technically complex issues.

#### **Major duties and responsibilities**

1. Administer and manage the PSC Stock Monitoring Program<sup>1</sup> (testfishing and hydroacoustics), in developing policies, setting priorities, and coordinating the activities of direct reports to achieve departmental objectives.
2. Oversee the preparation of and compliance with departmental budgets.
3. Liaise with other department directors and the Chief Biologist to plan and implement strategies to develop oversight capacity, provide professional growth opportunities, and encourage cross training.
4. Act as staff authority regarding test fishing program policies and operations, including contracts for test fishers and salmon buyers, recruitment recommendations, and negotiation of prices for fish sales.
5. Maintain communication, both in-season and post-season, with test fishermen, buyers, and industry personnel to inform them of potential policy, program, and salmon price changes.
6. Coordinate with Fisheries and Oceans Canada (DFO) staff to ensure smooth operation of Panel-approved test fisheries in non-Panel waters and other test fisheries as required.
7. Assume primary responsibility for the integration of information on species composition into hydroacoustic estimates of total salmon for the in-season assessment of sockeye and pink salmon with assistance from the Director of Modelling and Data Management.
8. Assist in analyses of test fishing and acoustic estimation of abundance to determine stock size, migration routes, and timing in support of fishery management decisions.
9. Supervise preparation and dissemination of scientific information on test fishing catches, hydroacoustics, and visual fish passage estimates for communication and publication.
10. Assist in the development of pre-season and in-season fishery regulations.
11. Ensure that relevant databases are maintained and updated.

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<sup>1</sup> Excluding Hydroacoustic's Research Scientist who reports to the Chief of Fisheries Management.

12. Assist with the development and maintenance of Excel spreadsheets, R scripts, or other tools to process and disseminate biological data used to provide fisheries management advice.
13. Following a training period by the current Manager of Test fishing operations, generate reports summarizing the financial status of test fisheries administered by the PSC secretariat.
14. With the support of PSC scientists, lead staff in the development and submission of grant proposals and drafting of relevant reports, lead the participation of the stock monitoring group in external review processes, and liaise with external agencies.
15. Travel within Canada (British Columbia) and the U.S. (Oregon, Washington, and Alaska) to attend Fraser River Panel and other meetings.

### **Salary and benefits**

Salary range: \$69,332 – \$92,094, which is equivalent to the Canadian Public Service classification for BI-3. The position will be reviewed for re-classification to a BI-4 level following a training period, professional development, and evolution of the job's duties. Interested applicants should have a flexible attitude and enjoy being part of a dynamic and progressive team in a unique international organization. The expected start date for this position is April 3, 2017 or shortly thereafter. If interested, please forward a cover letter and résumé by Monday February 20, 2017 to Ms. Julie Ehrmantraut at [ehрманtraut@psc.org](mailto:ehрманtraut@psc.org). Candidates selected for an interview can also expect a skill test as part of the selection process.

### **Minimum Qualifications**

1. Masters degree in biology, fisheries, resource management, or related field.
2. Demonstrated experience in management and administration, including financial and human resource management.
3. Demonstrated leadership skills, ability to manage an interdisciplinary team, and ability to mentor new and existing staff.
4. Strong communication, interpersonal, and presentation skills.
5. Skilled in Microsoft Office Applications (Word, Excel, PowerPoint, Access) and R.
6. Excellent analytical skills.
7. Demonstrated ability to work efficiently, prioritize, delegate tasks, and make sound decisions quickly while under time constraints on multiple projects.
8. A high degree of adaptability, tact, and ability to cooperate in diverse groups.
9. Willingness to advance current skills and assume greater responsibility with job evolution.
10. Valid passport and ability to cross the U.S./Canadian border

### **Advantages**

1. Experience in fisheries management activities.
2. Background in assessment and/or management of Fraser River sockeye and pink salmon.
3. Familiarity with test fishing and hydroacoustics.
4. Experience writing contracts and participating in negotiations.
5. Expertise with Microsoft Excel, including spreadsheet design, formatting, functions, links with other Excel files.
6. Experience building queries for relational databases.
7. Demonstrated ability to write proposals to obtain grant funding.
8. Three or more years of experience in management and administration, including financial and human resource management.