

POSITION DESCRIPTION

Position Title: Director General, Aquaculture Management Directorate
Position Number: 25369
Department: Fisheries and Oceans
Sector: Policy
Classification: EX-3
Supervisor's Title: Assistant Deputy Minister, Fisheries and Aquaculture Management
Location: Ottawa
Date:

General Accountability:

Accountable for promoting appropriate responses from the Government of Canada to create conditions for the development of an environmentally sustainable and internationally competitive Canadian aquaculture industry. Coordinates federal policy on issues pertinent to aquaculture and the implementation of the Federal Aquaculture Developmental Strategy. Serves as conduit between the department, OGDs, the aquaculture sector and other stakeholders. Creates and implements the Collaborative Accountability and Performance Reporting Framework (CAPRF) for the Program for Sustainable Aquaculture (PSA) and report annually on its progress. Co-leads the CCFAM Task Force Group on Sustainable Aquaculture. Fosters the streamlining and harmonizing of legal and policy frameworks to facilitate the growth of, and minimize impediments to, the sustainable development of aquaculture. Manages the Introductions and Transfers Code, assesses the implementation and performance of the code and makes policy adjustments as required. Promotes the engagement of Canadians with regard to aquaculture. Leads the development and implementation of a sustainable aquaculture development policy within DFO and promotes the design of new departmental programs and services. Encourages R&D to commercialize new species and to develop new technologies. Represents Canada nationally and internationally on aquaculture and aquaculture-related issues.

Organizational Structure:

This is one of seven senior positions reporting to the Senior ADM, Policy. Reporting to the Director General, Aquaculture Management Directorate, are the following four senior Director positions:

Deputy Executive Director

This is a term position established for a period of three years to assist the Director General in managing the Aquaculture Management Directorate which will allow him/her focus primarily on

the creation and implementation of the Aquaculture Framework Agreement.

The Director Strategic Priorities is accountable for:

The development of an appropriate interdepartmental governance framework to enable other federal departments and agencies to extend existing programs and expertise to aquaculture, and to integrate federal responses to priority issues such as international trade, aquatic animal health, integrated oceans management and environmental sustainability; active and ongoing issue management using existing and to be developed governance mechanisms intra- and interdepartmentally (Aquaculture Task Group of the Canadian Council of Fisheries and Aquaculture Ministers (CCFAM-ATG), Interdepartmental Committee on Aquaculture (ICA)). Working with other federal agencies, governments, industry and stakeholders to improve confidence in the management and conduct of aquaculture in Canada through: providing accurate, objective and timely information to the provinces, industry, stakeholders and the public; building relationships with and engaging credible parties in the aquaculture debate; responding to public and stakeholder issues and concerns in a manner that is results-oriented and meaningful to them; and enhancing the public's current knowledge of aquaculture and the federal government's role in fostering a responsible aquaculture industry.

Conducting opinion research to better understand Canadians attitudes, concerns and expectations for aquaculture operations and government management.

The Director, Programs and Regulatory Improvement is accountable for:

The development of an enabling policy and regulatory framework to support a competitive, sustainable industry. This function includes leading and/or supporting Departmental and Inter-Departmental initiatives aimed at modernizing or developing legislation, regulations, policies and guidelines related to the management of the aquaculture industry. The Director is also responsible for the management of the National Code on Introductions and Transfers of Aquatic Organisms. This function involves negotiations with Provincial/Territorial partners on necessary changes to the code and support in the resolution of technical and policy issues within DFO Regions responsible for implementation of the Code and associated Fisheries Act regulations. The Director is responsible for the National management of program issues and activities related to the Regional Aquaculture Coordinators (RAC) Offices. This involves encouraging Regions to develop harmonized applications, prioritization of site application, joint review processes and harmonized consultation processes with provinces on site access.

The Program and Operations Support Director is responsible for:

The management of human resources, budget and planning activities of the directorate; the development of an information management system on the Canadian Aquaculture to provide comprehensive and accurate information to decision-makers, stakeholders and other government departments; participating in various departmental and inter-departmental policy forums and managing DFO horizontal and government wide policy files and agendas, such as the Smart Regulations, DFO Strategic Plan, Sustainable Development Plan and National Food Policy

Framework; responsible for coordinating the Program for Sustainable Aquaculture and the responsibilities outlined in the PSA.

Nature and Scope:

The Department of Fisheries and Oceans is engaged in the development and delivery of policies and programs in support of Canada's economic, ecological and scientific interests in oceans and inland waters and the safe, efficient and environmentally sound movement of commercial and other traffic over Canada's oceans and inland waterways. The department is responsible for the development of operational programs and policies, standards, directives and cost recoverable services related to the legislated mandate of the Canadian Coast Guard and the management of major scientific and technical activities related to the management of renewable fisheries habitats and resources, and aquatic and oceans research and management programs of national and international consequence.

DFO is also the lead federal department for aquaculture in the provision of a focus for federal initiatives. Aquaculture is the farming of fish and shellfish for food and Canada's aquaculture industry provides more than 14,000 direct and indirect jobs and generates close to \$1 billion each year in Canadian economic activity. The latest figures show that the Canadian aquaculture industry produced more than 152,000 tons of product in 2001, valued at \$597.1 million - about 22% of the total value of Canadian fish and seafood production. As the demand for seafood products increases, the aquaculture industry will continue to provide important economic opportunities in rural and coastal communities. The industry's operations are governed by two levels of government. Federal regulations are applied by departments such as Fisheries and Oceans, Environment Canada, and Agriculture and Agri-Food Canada, and by bodies such as the Pesticides Management Review and the Canadian Food Inspection Agency. Except for P.E.I., site approvals are granted by provinces and territories.

Within this context, the Director General, Aquaculture Management Directorate, has the lead, on behalf of the federal government, for the facilitation of aquaculture development in Canada including the Program for Sustainable Aquaculture (PSA) - an 15M per year on-going program to support federal government activities in Science and R & D. The Executive Director is accountable for the creation and implementation of the Collaborative Accountability and Performance Reporting Framework (CAPRF) for this initiative. Manages the Introductions and Transfers Code, assesses the implementation and performance of the code and makes policy adjustments as required. He/she is a member of the Departmental Management Committee (DMC). Through the use of a cooperative approach involving the aquaculture industry, provincial and territorial governments, and all federal departments and agencies, he/she is accountable for the promotion of appropriate responses from the Government of Canada to create conditions for the development of an environmentally sustainable and internationally competitive Canadian aquaculture industry, and the elimination of unnecessary impediments.

A key element of the Director General's responsibilities is the coordination of federal policy on issues pertinent to aquaculture and the provision of a managerial and leadership framework for the implementation of the Federal Aquaculture Development Strategy and the PSA. The Director General manages the development and implementation of strategies and approaches to create the

conditions for a socially and environmentally responsible and competitive aquaculture sector. The incumbent develops and implements the promotion of a sustainable aquaculture sector. The incumbent develops and implements measures to ensure the OGDs implement aquaculture actions plans where appropriate.

The Director General provides direction and leadership in the development of an aquaculture policy that addresses a wide variety of interests that provinces, territories and municipalities have in expanding and exploiting the socioeconomic capacity of farmed fisheries resources. These stakeholders have a major impact on the economic exploitation of coastal and fisheries resources. Non-renewable resource management is generally decentralized to the provinces, which also own and manage the seabed under a significant proportion of coastal waters. In response, the incumbent's mandate is to foster the collaborative development and advancement of strategies and initiatives that balance the requirements of economic development and the sustainable stewardship of aquatic resources.

Because aquaculture is extremely horizontal, with seventeen federal departments and agencies having an impact on it, one of the major challenges for the Director General is to develop and promote an integrated set of management activities that can support the sustainable development of the sector. In meeting this challenge, the incumbent is required to develop policy strategies, approaches and initiatives that are consistent with the department's stewardship role in the management of a shared responsibility for the fisheries based on the integration of economic, environmental, political and social considerations. He/she ensures that OGDs implement all their programs and services applicable to aquaculture and serves as a facilitator between OGDs and the aquaculture sector for identification and resolution of problems. In addition, the incumbent manages the provision of technical support, expertise and coordination support to OGDs to help them deliver their programs and services to aquaculture.

The Director General is accountable for creating effective lines of communication and acting as a conduit between the department and the broad cross-section of aquaculture stakeholders, including industry, through, for example, the Canadian Aquaculture Industry Alliance (CAIA) and individual regional aquaculture industry associations, as well as provincial and territorial governments. He/she promotes industry interests to other departments and agencies through the management and coordination of the activities of such fora as the Interdepartmental Aquaculture Steering Committee, and individually, through headquarters and regional contacts. In addition, he/she establishes contacts with First Nations and other interested parties through national and regional bodies. The incumbent also builds and maintains constructive consultative relationships with public and private sector groups and representatives in order to identify and analyze emerging aquaculture issues and means to resolve impediments to the development of aquaculture and aquaculture products.

The Director General is also responsible for strengthening the federal/provincial-territorial relationship with regard to aquaculture. He/she co-leads the CCFAM Task Force Group on Sustainable Aquaculture. Furthermore, he/she manages the negotiation of a new Federal/Provincial Framework Agreement on Aquaculture, as well as the review and negotiation

of a series of federal/provincial bilateral implementation agreements regarding aquaculture. The incumbent plays a strong leadership role in streamlining and harmonizing legal and policy frameworks on aquaculture to facilitate the growth of, and minimize impediments to, the sustainable development of aquaculture.

He/she is accountable for promoting the engagement of Canadians with regard to aquaculture and for the conceptual management and coordination of aquaculture-related communications strategies. The Director General has a leadership and promotional role in increasing the involvement and participation of Canadians in the sustainable development of aquaculture, in boosting their confidence with respect to the necessary government oversight to ensure an environmentally responsible industry and the quality and security of its products, and in the promotion of communication among all stakeholders.

Another of the Director General's accountabilities is the creation of an enabling regulatory environment that up-holds associated legal responsibilities and supports environmentally sustainable practices while encouraging further investment in aquaculture development. The incumbent leads the identification of constraints and the development and recommendation of "smart regulation" solutions. He/she plays a critical role in inspiring DFO Sectors and regions to provide appropriate focus and resources to the reduction and elimination of impediments to the sustainable growth of aquaculture, through, for instance, the streamlining and cost reduction of the site approval process, the streamlining and incorporation of a smart regulation approach to the application of Section 35 of the *Fisheries Act* to aquaculture, the proposal of a smart regulation approach to application of Section 36 of the *Fisheries Act* to aquaculture, and the implementation of the Code on Introduction and Transfer, the Access to Wild Stocks Policy for aquaculture purposes, and the Aquaculture component of National Animal and Aquaculture Health Program. As well, he/she leads and fosters the development of new policies or regulations/legislation to target specific constraints and provides support for their implementation.

The Director General provides leadership in the development and implementation of a sustainable aquaculture development policy within DFO and promotes the design of new departmental programs and services in areas not covered by or appropriate to OGDs. He/she provides a comprehensive framework to guide all departmental initiatives related to the articulation, development, implementation and monitoring of the department's strategic and operational role and mandate for supporting the aquaculture sector. The incumbent directs the formulation and promotion of a departmental policy agenda that engages domestic, provincial and international stakeholders. Similarly, he/she is accountable for studying the cumulative impacts on the industry of taxes and fees imposed by governments.

The Director General provides leadership in the expansion of the aquaculture industry. To this end, the incumbent is accountable for encouraging R&D to assist in the commercialization of new species and the development of new technologies, and for fostering the development and implementation of funding programs. The Director General promotes the interests of the aquaculture industry as a legitimate user of Canada's aquatic resources. He/she is responsible for encouraging the development of new aquaculture products and the expansion of markets for

existing Canadian products.

The Director General is also accountable for encouraging the promotion of sustainable practices with respect to human and fish health in aquaculture, and for influencing the development of the industry in a manner that is consistent with the government's commitment to sustainable development in keeping with the need to protect the aquatic environment and its resources and sustain them for the future. In this context, that fosters the development and implementation of approaches that can reconcile social, environmental and economic expectations.

Furthermore, he/she is called upon to provide leadership in positioning the department internationally as a world leader in aquaculture and resource management. The department is involved in a number of multi-lateral and bi-lateral initiatives and agreements to advance the sustainable development of the aquaculture sector and mitigate the effects of pollution. He/she fosters the development and advancement of strategies, initiatives, programs and policies aimed at extending domestic objectives into international fora. The Executive Director represents the Canadian government at regional, national and international meetings, conferences and symposia on aquaculture and aquaculture-related issues.

Dimensions:

Number of Staff:	20.5
Salary and Operating Budget:	\$2.4 million
Program for Sustainable Aquaculture:	\$15 million annually
Value of Aquaculture Industry:	Approximately \$1 billion

Specific Accountabilities:

1. Promotes appropriate responses from the Government of Canada to create conditions for the development of an environmentally sustainable and internationally competitive Canadian aquaculture industry, and the elimination of unnecessary impediments.
2. Coordinates federal policy on issues pertinent to aquaculture and provides a managerial and leadership framework for the implementation of the Federal Aquaculture Development Strategy.
3. Fosters the collaborative development and advancement of strategies and initiatives that balance the requirements of economic development and the sustainable stewardship of aquatic resources.
4. Promotes an integrated set of management activities among the seventeen participant federal departments and agencies that can support the sustainable development of the sector, and serves as a facilitator between OGDs and the aquaculture sector for identification and resolution of problems.

5. Creates and implements the Collaborative Accountability and Performance Reporting Framework (CAPRF) for the Program for Sustainable Aquaculture (PSA) - a \$15 million per year program to support federal government activities in Science and R & D, Human Health and aquaculture management.
6. Manages the provision of technical support, expertise and coordination support to OGDs and agencies to help them deliver their programs and services to aquaculture.
7. Creates effective lines of communication and acts as a conduit between the department and the broad cross-section of aquaculture stakeholders, including industry, provincial and territorial governments and First Nations, through a variety of fora, aquaculture industry associations, and other national and regional bodies and contacts.
8. Promotes industry interests to other departments and agencies through the management and coordination of the activities of such fora as the Interdepartmental Aquaculture Steering Committee, and individually, through headquarters and regional contacts.
9. Co-leads the CCFAM Task Group on Sustainable Aquaculture, and manages the negotiation of a new Federal/Provincial Framework Agreement on Aquaculture, as well as the review and negotiation of a series of federal/provincial bilateral implementation agreements regarding aquaculture.
10. Facilitates the creation of an enabling regulatory environment that up-holds associated legal responsibilities and supports environmentally sustainable practices while encouraging further investment in aquaculture development.
11. Plays a strong leadership role in streamlining and harmonizing legal and policy frameworks on aquaculture to facilitate the growth of, and minimize impediments to, the sustainable development of aquaculture.
12. Works to engage Canadians with regard to aquaculture and coordinates the development and implementation of aquaculture-related communications strategies.
13. Provides leadership in the development and implementation of a sustainable aquaculture development policy within DFO and promotes the design of new departmental programs and services in areas not covered by or appropriate to OGDs.
14. Encourages R&D to assist in the commercialization of new species and the development of new technologies, and fosters the development and implementation of funding programs.
15. Manages the functions of the Introductions and Transfers Code, makes policy adjustments when necessary and develops and implements an appeal process for the code.
16. Promotes sustainable practices with respect to human and fish health in aquaculture, and influences the development of the industry in a manner that is consistent with the

government's commitment to sustainable development.

17. Provides leadership in positioning the department internationally as a world leader in aquaculture and resource management.
18. Represents the Canadian government at regional, national and international meetings, conferences and symposia on aquaculture and aquaculture-related issues.

Approved by: _____ Date: