

## New

Ministry

Forestry and Parks

### Describe: Basic Job Details

#### Position

Position ID

Position Name (30 characters)

Manager Fish Allocation and Use

Requested Class

Job Focus

Operations/Program

Supervisory Level

01 - Yes Supervisory

Agency (ministry) code

Cost Centre

Program Code: (enter if required)

#### Employee

Employee Name (or Vacant)

#### Organizational Structure

Division, Branch/Unit

Lands Operations, HFB, Fisheries Section

Current organizational chart attached?

Supervisor's Position ID

Supervisor's Position Name (30 characters)

Director Fish Allocation and Use

Supervisor's Current Class

### Design: Identify Job Duties and Value

#### Job Purpose and Organizational Context

Why the job exists:

This job exists and is funded through a Deputy Minister agreement on the split-up of Fish and Wildlife in January of 2023. The Fish and Wildlife Branch in Environment and Parks was split apart and resulted in the creation of the Hunting and Fishing Branch in Forestry and Parks. 32 FTEs (26 people and funding for 6 vacant positions) were transferred to Forestry and Parks, Lands Division to establish the Hunting and Fishing Branch (HFB). The role and mandate of the branch is statutory in nature and seeks to: "provide high quality services and opportunities for Albertans to sustainability use fish, game, and fur bearer populations, support associated economic opportunities, provide licensing, manage and promote aquaculture in the province, and reduce the severity and frequency of human-wildlife conflicts. To adequately perform the branches' role in recognition of Alberta's fiduciary responsibility to Indigenous Rights pertaining to fish and wildlife." This position is responsible to implement the branch plan and fisheries programming reporting to the Director of fisheries allocation and use who is accountable.

#### Responsibilities

Job outcomes (4-6 core results), and for each outcome, 4-6 corresponding activities:

Outcome 1: Part of the management team that implements effective stewardship of Alberta's provincial fisheries and wildlife resources, crown lands and forests through effective policy and programming.

Key Objective: Ensure environmental outcomes, such as biodiversity and conservation, are achieved while

supporting use and access for indigenous, social, recreational and economic benefits on Alberta's crown lands.

Activities:

- 1) Responsible to develop and support fisheries policy renewal and lead team of SMEs through modernization relating to improving the allocation and use of fisheries resources and commercial uses to support tourism while maintaining conservation and opportunity.
- 2) Development and implementation of policy for Alberta' aquaculture industry that regulates and supports growth in the industry in the province.
- 3) Establish and maintain (lead and participate) partnerships and collaborative relationships on provincial and national teams to support environmental outcomes and access to resources are managed effectively for recreational anglers as well as for commercial, First Nations and Metis users. Examples include the Canadian Council of Fisheries and Aquaculture Ministers (inland fisheries committee) and the Alberta Metis harvesting policy and recognition process with the Metis Settlements General Council.
- 3) Participate in and be Alberta's lead on developing external (and internal) fisheries education and outreach planning and implementation relating to allocation and use of fisheries resources (webinars, on-line, social media, websites etc.).
- 4) Collect angler harvest, effort and use information to inform stakeholders, develop plans and for regulatory decision making and planning for access.
- 5) ensure all resource allocation and use decisions are legally sound and defensible (liaise and seek opinions from environmental and constitutional law counsel on decisions)

Outcome 2: Provide timely transparent decisions to support environmentally sustainable forestry, natural resource, and tourism economic opportunities consistent with government plans and policy. To effectively support diversified economic prosperity, the ministry seeks to create a business environment and infrastructure upon which the forest, parks and tourism sectors can thrive and achieve their economic potential.

Key Objective: Minimize regulatory and process barriers to improve service delivery, reduce red tape, and support economic opportunities on crown lands and forests.

Activities:

- 1) Fishing in Alberta is worth upwards of 250 million dollars to the province annually (2015). Approximately 250,000-300,000 anglers purchase licenses annually and countless others under 16 and over 65 enjoy this sport. Canadian veterans began receiving free fishing licenses in 2023.
- 2) Manage the subject matter specialists that produce the Alberta Guide to Sportfishing Regulations. Annually, update the regulatory guide to include current information on recreational fishing rules and provide to stakeholders by the start of the sportfishing season (April 01 annually).
- 2) In Canada, all coastal and inland fisheries are the responsibility of the federal government (Subsection 91(12), Constitution Act of Canada 1867). The hunting and fishing branch works with the federal government to increase legislative and regulatory delegations to reduce red tape and increase autonomy in making fishing rules in the province.
- 3) Manage the Alberta's aquaculture specialist and provide direction to the aquaculture regulatory program. Promote the expansion of aquaculture in the province with industry. There are >7700 recreational licenses, 34 commercial facility licences (retail and table markets), 11 research (academic) and bioassay lab licences plus numerous fish stocking licences, animal import and other research licences in Alberta issued from this program.
- 4) Manage a team of subject matter experts to implement fisheries licensing (non-recreational licences: competitive fishing, special fishing licence, commercial bait fishing etc.). Issuance and administration of specific licences relating to the use of fish not covered under Alberta's recreational licensing system (RELM digital licencing system).

Outcome 3: Albertans and visitors enjoy sustainable, accessible, and safe tourism and outdoor recreation experiences. Alberta has significant tourism and outdoor recreation opportunities which contribute to the province's economic prosperity and job opportunities for Albertans. Forestry, Parks and Tourism works

with Albertans, industry, Indigenous communities and associated agencies to ensure the opportunities are sustainable, accessible and safe.

**Key Objective:** Work with the public, stakeholders, and Indigenous communities through an environmentally responsible policy framework to develop medium to long term strategic plans for Alberta's provincial parks system, crown land recreation, and tourism.

**Activities:**

- 1) Develop strategies and manage staff and implementation of Indigenous consultations and public engagements around regulatory changes to fishing in Alberta annually.
- 2) Help ensure Alberta is meeting its legal responsibilities to Indigenous food fishers and for conservation while providing diversified recreational opportunities for Albertans and visitors to Alberta.
- 3) Provide leadership and direction to the management of all stocked recreational fisheries in Alberta. Provide direction and help build priorities by way of fish species, management objectives, stocking rates and fishing regulations to Alberta fish hatchery teams to support the stocking of 2.1 million trout and millions of walleye fry each year.
- 4) Provide leadership to the walleye stocking program - develop plan and strategic direction to manage the provincial walleye wild egg collection and stocking program in support of increasing recreational angling opportunities and harvest.
- 5) Lead subject matter experts on diverse teams relating to the development of balanced fisheries management objectives to support fishing rule proposals (changing fishing rules for allocation and use, management objectives relating to allocation and use). Considering the annual cycle of fisheries management and allocation priorities, develop rules that support the sustainable use of fish while ensuring a multitude of benefits for the diversity of stakeholders, while supporting the conservation needs of fish resources. This includes, reviewing population use data - assess status -adjust rules according to status - engage on rule changes (opportunity or conserve notification) - consider feedback - ensure no infringement - -inform users on decision -include rule change in guide.
- 6) Working with Environmental and Constitutional law to seek advice on regulatory and policy programming as necessary.

**Outcome 4:** Support manager level administration of branch fisheries program and financial priorities.

**Key Objectives:** Managing teams of professionals including senior regulatory, science, policy as well as education and communications to meet branch and departmental priorities while providing enhanced levels of engagement and interaction with stakeholders.

**Activities:**

- 1) Effectively managing high performing teams of diverse professionals in the province and nationally to meet common goals and objectives set by the department and the government of Alberta.

## **Problem Solving**

Typical problems solved:

Manage and support resolutions for provincial scoped fisheries policy, working with Ministerial councils and committees, resolving legislative and regulatory conflicts and issues with departmental goals, federal legislative and regulatory processes and the desires of Alberta stakeholders while ensuring Alberta meets its legal commitments to Indigenous food fishers.

Mentor, guide and train team members and other professional staff to develop organizational awareness and to ensure their teams are able to achieve outcomes identified in the Divisional Strategic Plan relevant to their program areas. This involves not only developing awareness of broader divisional goals and government mandates, but also developing a 'Systems Thinking' approach to program delivery and to issues

related to wildlife and conflict management as they arise.

Resource Management requires using a science-based approach to the development of appropriate strategies and actions designed to achieve social based outcomes. These social based outcomes are often competing with each other, depending on the stakeholder groups involved. A high level of creative thinking must be applied, when identifying solutions to problems. The continual development and improvement of strategies, initiatives and programs to meet these ever-changing priorities is required, along with flexibility to adapt and introduce course-corrections on very short notice and then be able to communicate this publicly to a variety of diverse stakeholders.

Develop and recommend resourcing needs, both staff and budgets are a constant challenge in government, requiring significant planning well in advance of the actual need, development of long-term staffing strategies, effective deployment and use of available staff, and the ability to leverage new resources and partnerships to achieve Branch priorities identified in the Divisions Strategic Plan.

Resolving program role and responsibility constraints/issues and working collaboratively with other departments (e.g., IR, EPA, FP, Agriculture) to serve Albertans effectively.

Issues management: establish a proactive team that foresees issues and develops mitigation strategies to address issues while ensuring alignment with department and government goals and priorities.

All fisheries in Canada are the responsibility of the federal government (CDN Constitution Act). Alberta works with the Department of Fisheries and Oceans to make regulatory changes and gain autonomy/ delegation to manage fisheries more independently.

Resolving resource day to day user conflicts and regulatory inconsistencies and educating stakeholders on the fisheries program in FP.

Types of guidance available for problem solving:

Direction from Branch leadership (Directors/Executive Director, Departmental executive)  
Branch Work Plan  
Fisheries legislation and policy  
Provincial Government, Delegated Authorities, Industry and Stakeholder organizations strategies and initiatives.  
Personal work plan (performance agreements) aligned with Branch plan, Divisional strategy and Department mandate letter.  
The professional development opportunities for staff.  
Departmental and Branch Business plans  
GoA standards and collective agreements and OH&S policies

Direct or indirect impacts of decisions:

- Resource allocation decisions have a direct impact on the ability of Treaty rights holders to exercise those rights, and of recognized Metis harvesters to exercise similar rights.
- Resource allocation decisions have a direct impact on the commercial use of fisheries resources.
- Decisions impact Alberta's reputation as a desired destination for tourism relating to both fishing and hunting.
- Resource allocation decisions directly impact the opportunities available for Alberta residents to participate (and harvest) in recreational fishing.
- decisions impact Alberta court processes and proceeding as well as enforcement field staff and planning of fish and wildlife resource enforcement actions in Department of Justice (Sheriffs) and Environmental Enforcement Branch in Forestry and Parks (FWES/EEB).

Indirect: decisions impact the ongoing maintenance of sustainable fish populations and all of the users of those resources. Aquaculture decisions impact commercial aquaculture production in Alberta, private aquaculture as well as research facilities (Academia). This also includes government staff in multiple departments (FP/EPA/IR), Alberta angler satisfaction and harvest as well as Indigenous food fishers, the federal government (DFO), municipal governments (fishing, campgrounds etc.), angler tourism.

## Key Relationships

Major stakeholders and purpose of interactions:

For fisheries management, policy allocation and fishing rules recreational, Indigenous and commercial users: DAO, Alberta Conservation Association-Joint Programs Committee member to develop work plans for the ACA fishery program, other GoA departments and other governments - Environment and Protected Areas for fish population monitoring, delivery of shared programming, Alberta Sheriff (Fish and Wildlife Enforcement Services and Environmental Enforcement Branch in FP, Federal DFO for angling regulation and legislation changes (fishing rules), federal-provincial bilateral committees (e.g., Canada-Alberta Fisheries Advisory Committee, Canadian Council of Fisheries and Aquaculture Ministers), Alberta municipal governments (e.g., tourism) priorities, Angling stakeholders and organizations including: Alberta Wildlife Federation, Trout Unlimited, Alberta Angling Outfitters Guiding Association, Alberta Old timers Fishing Association, Sherwood Park Fish and Game Association, Walleye Trail competitive anglers

Aquaculture (regulatory and promotional): fish farming (food) industry, research facilities and universities/colleges, stocked recreational fishery users, private fisheries, federal government Canadian Council of Fisheries and Aquaculture Ministers table, DFO regional aquaculture program, First Nations.

## Required Education, Experience and Technical Competencies

Education Level	Focus/Major	2nd Major/Minor if applicable	Designation
Bachelor's Degree (4 year)	Science		

If other, specify:

Degree in fish and or wildlife biology, natural resource management, ecology, environmental science

Job-specific experience, technical competencies, certification and/or training:

This position requires an undergraduate degree in environmental science, natural resource management or biology supplemented by six years of experience related to the position assignment. Related experience and education may be considered as equivalent on a one to one basis.

A working knowledge of fish and wildlife ecology and management systems to support a comprehensive understanding of fish and wildlife values, management objectives and allocation strategies.

Detailed knowledge of the rights of Indigenous resource users and the obligations of the government (Treaty/Aboriginal) to those users.

Detailed knowledge of regulatory programming and as a statutory decision maker (e.g., Fisheries Act and Wildlife Act).

Detailed knowledge of policies governing Indigenous use of resources including the Metis harvesting policy Comprehensive knowledge of the policies, legislation and regulations governing the management of fish and wildlife resources in Alberta, including familiarity with monitoring government polices and approaches.

A comprehensive understanding of policies and operational strategies is needed to implement public engagement and Indigenous consultation strategies to support fish and or wildlife management goals while ensuring Alberta meets all constitutional obligations.

Extensive experience managing people and programs including a working familiarity with financial and business management planning systems.

Knowledge and experience with federal-provincial resources management relationships as well as the polices and legislation that impact those relationships (Federal Fisheries Act and Alberta Fishery Regulation).

## Behavioral Competencies

Pick 4-5 representative behavioral competencies and their level.

Competency	Level					Level Definition	Examples of how this level best represents the job
	A	B	C	D	E		
Systems Thinking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
Creative Problem Solving	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		

