

Manager Salmon Climate Adaptation Program, Position Description

October 21, 2022

Position Identification

Title: Manager, Salmon Climate Adaptation
Status and Funding: Full-time; grant funded

Organizational Summary

The Pacific Salmon Foundation (PSF), founded in 1987, is a federally incorporated non-profit charitable organization dedicated to the conservation and restoration of wild Pacific salmon and their natural habitats in British Columbia and the Yukon. Operating independently from government, PSF facilitates dialogue and undertakes positive initiatives in support of Pacific salmon amongst all levels of government including First Nations; as well as industry, communities, individual volunteers and all fishing interests.

Position Overview

We are looking for someone with knowledge and experience that has equipped you to have insight and understanding of climate change related challenges for Pacific salmon in their freshwater habitats, and insight into how PSF can affect positive change towards sustainable outcomes for salmon. This will include a deep understanding of the salmon management landscape in BC as it relates to climate change and freshwater habitat, and the roles of First Nations, the Federal Government, Provincial Government, and others.

The Manager, Salmon Climate Adaptation Program (“MSCA”) is responsible for the overall coordination of all aspects of the Climate Adaptation Program at PSF including managing, planning, organizing, staffing, and delivering program activities.

Roles and Responsibilities

The MSCA key responsibilities include:

- In collaboration with the VP Salmon and Management Team, designing the function, scope and purpose of climate adaptation programs including identifying strategic priorities and collaborative opportunities. This will involve working collaboratively and effectively with the PSF program teams, key partners in government, First Nations and the broader conservation community to identify priorities for supporting research, management and recovery of wild Pacific salmon.
- Directing all aspects of Climate Adaptation program budgets, grants, research, deliverables, workplans, publications and communications.
- Liaising regularly with the PSF team, external collaborators, and program funders to provide updates on the implementation status of program activities including the identification of any barriers and challenges to meeting the grant objectives and the communication of pivotal program successes;
- Identifying and exploring opportunities to collaborate with potential program partners on complementary initiatives;
- Providing regular updates related to programs, key issues, priorities and opportunities to a variety of audiences both internal and external as well as represent PSF in key forums;
- Supervising climate adaptation staff, contractors, manager’s and auxiliary staff;
- Monitoring the overall effectiveness of the climate adaptation programs and recommending adjustments as needed;
- Other duties as required.

Exercising Judgment/Impact of Decisions

The MSCA will exercise independent judgment and take initiative while performing their duties. The MSCA will be accountable for the effective execution of assigned duties which is critical to the success of the PSF. The MSCA interacts with varying levels of staff, consultants and other stakeholders. The judgment exercised while performing the duties of this position is critical to upholding the reputation and efficiency of the PSF.

Reporting and Supervision

Supervised by the VP Salmon, the MSCA is responsible for undertaking all work identified by the VP Salmon and meeting or exceeding the standard of care set by the VP Salmon.

Qualifications

A Bachelor's Degree in Science, in Natural Resource Management, Biology, Ecology or other similarly related discipline that is relevant to salmon and freshwater habitat in B.C. An advanced degree (MSc) in fisheries, freshwater ecology, or related field an asset. A minimum of 5 years of experience working in the field of fisheries and/or habitat with a focus or strong relevance to Pacific salmon and their freshwater habitat. Experience in project management, planning, and leading/supervising teams. Experience working with First Nations, federal and provincial governments, and non-government organizations on salmon-related issues. Passionate and committed to the conservation of wild salmon and their ecosystems. Excellent written and verbal communication skills; effective, diplomatic, and friendly communication style and ability to translate complex science and conservation issues into clear and understandable language to diverse audiences.

Mentoring and Development

The PSF is committed to life-long learning for all team members. Ongoing mentoring will be available to facilitate the MSCA's career development and appropriate training and skill-building opportunities will be provided subject to budget constraints. Educational opportunities will be encouraged.

Compensation

The compensation range for this role is between \$80,000-\$90,000 but can be negotiated for the right candidate who possess a strong skillset and brings a high level of experience.