



**Anishinabek/Ontario Fisheries Resource
Centre**

OPPORTUNITY PROFILE

General Manager

About the Anishinabek/Ontario Fisheries Resource Centre

www.aofrc.org

Our Mission

We strive to be an independent “Centre of Excellence” for fisheries assessment and management, recognized and trusted by First Nations, governments, and all users of fisheries resources.

Our mission is to report on stock status, evaluate stresses on fish populations and habitats, offer management recommendations, and facilitate information sharing and participation among all stakeholders to promote sustainable fisheries.

Our History

In 1995, the Anishinabek/Ontario Fisheries Resource Centre (A/OFRFC) was established to serve as an independent source of information on fisheries assessment, conservation, and management, promoting the value of both Western science and traditional ecological knowledge. The A/OFRFC is a not-for-profit corporation controlled by a Board with equal representation from Native and non-Native Directors.

Our Role

The Centre's roles are to report on stock status, evaluate stresses on fish populations and habitats, promote the use of state-of-the-art science and technology, and provide a forum for information sharing and participation with stakeholders.

Our Strengths

The demonstrated strength of the Centre is its ability to design and carry out field activities such as fisheries assessment studies, and integrating traditional knowledge with scientific methods and models. As well, a broad range of expertise enables the Centre to analyze and interpret assessment information professionally, and then communicate the results to First Nation communities and interested stakeholders. The assessment studies conducted by the Centre and its analysis of existing assessment data often lead to recommendations for management authority consideration. The A/OFRFC has built an enviable relationship based on trust with its First Nation, government and other partners.

Our Work

As a “Centre of Excellence” for fisheries assessment and management, the A/OFRFC employs standardized assessment tools, innovative science and technology, and traditional knowledge to evaluate stock status and stresses on fish populations and their habitats. The Centre’s studies integrate Western Science and Traditional Ecological Knowledge (TEK) and lead to recommendations to management authorities. As a partnership between the Anishinabek Nation (aka. Union of Ontario Indians (UOI)) and Ontario, the Anishinabek/Ontario Fisheries Resource Centre is well-positioned to undertake many different fisheries projects.

In the past twenty-eight years, the Centre has completed over 150 fisheries projects with First Nations and government agencies. These include creel surveys, index netting projects, tagging studies, fish habitat inventories and synthesis of existing fisheries data for the purpose of formulating Resource Management Plans. Most of these projects were carried out by the host First Nation with assistance from the A/OFRC while some were completed by the A/OFRC on behalf of the host First Nation.

Our Staff

A dedicated staff with a range of experience is available to tackle complex field studies, data reviews, and fisheries technology training. With a spectrum of expertise and backgrounds, our staff is well-positioned to field a diverse team and complete challenging projects. The Centre has a staff complement of seven, in addition to the General Manager.

Our Board

A Board of Directors composed of academic leaders, fisheries researchers, and indigenous fishers and leaders provides progressive program direction. Both Anishinabek Nation and non-indigenous Directors are represented in equal numbers, bringing a balanced approach to all decision-making. The Ontario Minister of Natural Resources and the Grand Chief of the Anishinabek Nation each nominate four directors, and the chairperson is jointly nominated.

Our Outlook

The A/OFRC has established a solid working relationship with First Nations, provincial agencies, and community organizations by earning a reputation as a trusted independent source of fisheries information. We will continue to strive to maintain and strengthen these relationships in any future endeavours.

The Opportunity

We are seeking a visionary General Manager to lead our dedicated team, manage daily operations, and guide the strategic direction of our organization. Reporting to the Board of Directors, the General Manager will play a key role in enabling the A/OFRC to achieve its mission and enhance its role as an independent Centre of Excellence in fisheries assessment and management.

Key Roles & Responsibilities

- Acts as an Officer of the Corporation generally responsible for day-to-day operations of the A/OFRC.
- Provides managerial and overall administrative and scientific/technical leadership for business planning, Human Resources(HR) management, budget development, and expenditures.
- Directs the development, implementation, and control of overall operations to ensure balance, consistency, and relevance to the "Statement of Operating Principles" and direction from the Board of Directors.
- Leads and supervises all staff, including ensuring a safe and productive work environment, assigning and monitoring progress.

- Provides advice to the Board of Directors on strategic direction, ongoing operations, and potential issues.
- Interacts and communicates with First Nations, the Anishinabek Nation, Ministry of Natural Resources, other government agencies, and others regarding fisheries information, conservation, and management.
- Leads, promotes, and grows the A/OFRC as an independent Centre of Excellence for fisheries assessment and management recognized and trusted by First Nations, governments, project proponents, the environmental consulting industry, and all users of fisheries resources.
- Leads and promotes the integration of Western Science and Traditional Ecological Knowledge (TEK) and provides recommendations to the Anishinabek Nation communities and clients.
- Supports the Secretary and/or Treasurer in ensuring that secretarial and financial functions are undertaken on behalf of the Board in accordance with the *Ontario Not-for-Profit Corporations Act*, and
- Undertakes roles as assigned by the Chair of the Board.

The Person

Qualifications & Education Requirements

- Strong leadership and managerial experience, with a talent for team building and capacity development.
- Excellent knowledge of the theory, principles, and practices of fisheries biology, stock assessment, and natural resource management.
- Familiarity with standard Ontario fisheries assessment protocols, e.g., FWIN, BSM, NSCIN, etc.
- Excellent problem-solving and analytical skills for resolving complex problems and dealing with sensitive issues.
- Excellent communication and interpersonal abilities for working with a wide variety of groups and individuals.
- Understanding of Indigenous, culture particularly Anishinabek Nation and TEK, and issues relating to Indigenous resource use and management.
- Experience with non-profit management, including grant writing and financial oversight.
- Ability to recognize, and act on alternative funding opportunities using creativity, innovation, flexibility, collaboration, and communication skills.

Knowledge, Skills & Attributes

Visionary Leadership: Able to formulate and articulate a detailed vision that is supported by the Board. Can effectively communicate the vision and expectations to all levels within the organization, and internal and external stakeholders. Sees and acts on immediate issues without losing sight of the long-term goals. An innovative and strategic thinker and planner who can translate goals into an action plan. A coach and team builder that identifies and mentors future leaders. A leader that maintains a steadfast and unified culture.

Change Management: Energetic and adaptable to new and changing situations; able to alter course/direction when necessary; enjoys and embraces new challenges. Able to lead through change.

Team Player/Teamwork – Demonstrated success leading a team. Talks openly, establishes expectations, holds self and others accountable, supports group decisions, shares credit, builds enthusiasm for goals, collaborates, and resolves conflict.

Relationship Building – Ability to develop and maintain positive and productive relationships and partnerships with organizations and individuals both internal and external to the organization.

Impact and Influence – Ability to establish credibility, respect, and build strong working relationships with employees, and external stakeholders. Works in a collaborative and solutions-focused manner to achieve outcomes that align best with the needs of the organization.

Communication Skills - A solid, dynamic communicator with the ability to establish relationships; communicates appropriately with diverse audiences and stakeholder groups; understands and evaluates others' motivations and feelings; an attentive listener; empathic. Possesses strong written and verbal communication skills and presentation abilities.

People Management - A strong, approachable manager of people; a coach, and a mentor. Builds strong teams and thrives on directing a team to success. Knows how to build capacity and encourage staff to reach and exceed their potential. Recalibrates new team culture to create an environment of high staff engagement, satisfaction, cohesion, and achievement. Creative and takes advantage of opportunities, while recognizing the necessity of working within limited resources.

Integrity & Trust - Honest, sincere, dependable, authentic, and trustworthy. High ethical standards and an honest, open-minded, and consistent approach to working with staff and stakeholders. Demonstrates integrity in all aspects of work.

Resilience - Maintains a positive outlook and effectiveness when under pressure; uses strategies to assist self and others to cope, including humour and prioritizing key tasks; deals effectively with failure and obstacles; doesn't see failure as a personal rejection.

Stakeholder Development - Understands and utilizes the power of developing and maintaining a network of relationships to achieve goals; contributes and shares information and insight for mutual (longer term) gains; uses networks effectively; builds strong partnerships internally and externally.

Business and Political Acumen - Possesses a keen business sense for financial, operational, and personnel matters. Develops new ideas and moves them forward. Utilizes all the resources available and involves other members of the team as necessary to get the job done. Creative and takes advantage of opportunities, while recognizing the necessity of working within limited resources.

Problem Solving & Judgment – Able to assess options and implications to identify problems and solutions. Can make decisions and provide direction on complex and emerging issues that may have political, community, or administrative implications.

Compensation

A competitive compensation package, including an attractive base salary and excellent benefits, will be provided. Further details will be discussed in a personal interview.

Express Your Enthusiasm

Leaders International values diversity, equity, and inclusion in all aspects of our operations. We invite candidates to contact us directly with any accommodation requests.

To apply, please email a cover letter and resume (PDF or Word document only) to **Sonny Kapoor** or **Jessica Park** at edmonton@leadersinternational.com, indicating the job title in the subject line of the email.

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