
Request for Applications for the Deputy Director of the North Pacific Anadromous Fish Commission (NPAFC)

Applications are invited for the position of Deputy Director of the North Pacific Anadromous Fish Commission (NPAFC) for a three-year term, which may be renewed. The position will be vacant on February 1, 2023.

Responsibilities of the Position

The Deputy Director, reporting to Executive Director, is the Commission's second chief executive officer and shall assist the Executive Director in performance of his/her duties and responsibilities as provided in Rules of Procedure, #19 (see <https://npafc.org/rules-of-procedure/>). The Deputy Director is responsible for coordinating the compilation of information for publication of catch and hatchery release statistics concerning anadromous stocks, and other publications, provides liaison and advice to the Commission, conducts special studies on the Commission's subject of interest, and performs other duties in accordance with the duties and responsibilities delegated to him/her by the Executive Director.

If the position of Executive Director shall become vacant or if the Executive Director is unable to act, his/her powers and duties shall be assumed by the Deputy Director until such time as a successor is appointed or the Executive Director is able to act.

Qualifications and Essential Experience

Applicants must be a citizen of one of the Contracting Parties to the North Pacific Anadromous Stocks Convention at the time of assuming office. Applicants must have a university degree or its equivalent, excellent interpersonal skills, and good working knowledge and ability in both spoken and written English.

Applicants should have good working knowledge of or experience in the following activities:

- fisheries in the North Pacific Ocean including international arrangements for fisheries management and enforcement
- coordinating and participating in national and international fisheries management and/or scientific research programs
- basic biology of salmon and other living marine resources
- compiling and processing of fisheries statistical data
- providing secretarial support to committees and groups
- operating within the framework of intergovernmental organizations
- organizing large and small meetings
- managing production and contents of bulletins, technical reports, and newsletters, and editing meeting proceedings
- developing website content

Salary and Benefits

The Commission follows the Canadian Government Public Service Salary Guidelines. The compensation will be based on qualification and experience, starting from \$100,220/annum, which is based upon the salary at category **PM-6, Step 1** (link: <https://www.tbs-sct.canada.ca/agreements-conventions/view-visualiser-eng.aspx?id=15>). The salary is subject to Canadian income tax or its equivalent.

The Commission participates in the Canada Pension Plan, a Group Pension Plan with spouse and survivor benefits, Group Long-Term Disability Plan, a Group Life Insurance Plan, a Group Medical Insurance Plan, a Group Dental Insurance Plan and Workers Compensation Insurance.

Payment will be made for moving expenses incurred at the time of appointment and at the end of the appointment by transporting the successful applicant to the Headquarters of the Commission at the start of employment and to the point of origin at the end of the term of employment. Moving expenses will be in accordance with the NPAFC's Guidelines for Removal Expenses on Appointment of Permanent Secretarial Staff. Home leave for an employee hired from outside Canada will be granted once during the full term of the appointment, provided more than half of the full term has been served.

Applications

Applications must include a cover letter, curriculum vitae, and at least two reference letters from persons with knowledge of the applicant's qualifications and experience. Applications should be marked Personal and Confidential and addressed to the Executive Director of the Commission.

Executive Director
c/o NPAFC Secretariat
#502, 889 West Pender St.
Vancouver, B.C. V6C 3B2
Canada
Phone: (604) 775-5550; Fax: (604) 775-5577;
E-mail: secretariat@npafc.org

The deadline for receipt of applications is **August 31, 2022**. The interview notification will be sent soon after receipt of the application.

The successful candidate will be notified in November 2022.

About NPAFC

The North Pacific Anadromous Fish Commission (NPAFC) is an international inter-governmental organization established by the Convention for the Conservation of Anadromous Stocks in the North Pacific Ocean. The Convention was signed on February 11, 1992 and took effect on February 16, 1993. The member countries are Canada, Japan, Republic of Korea, Russian Federation, and United States of America.

The primary objective of the NPAFC is to promote the conservation of anadromous stocks in the Convention Area. The Convention Area is the international waters of the North Pacific Ocean and its adjacent seas north of 33° North beyond the 200-mile zones (exclusive economic zones) of the coastal States.

In the Convention Area, NPAFC anadromous fish Conservation Measures are the following:

- Prohibiting directed fishing for anadromous fish (with the exception of scientifically reviewed and approved research fishing)
- Reducing to the maximum extent possible the incidental taking of anadromous fish
- Prohibiting retention of anadromous fish on board a fishing vessel that has taken anadromous fish incidentally while fishing for other species

The Parties also agree to take appropriate measures to prevent trafficking in anadromous fish taken in violation of the prohibitions provided in the Convention, and to penalize persons involved in such trafficking.

The Commission's main bodies—the Committee on Scientific Research and Statistics (CSRS), the Committee on Enforcement (ENFO) and the Committee on Finance and Administration (F&A)—meet annually and more often if necessary.

The Secretariat is located Suite 502, 889 West Pender St., Vancouver, British Columbia, V6C 3B2, and provides services to the Commission in the exercise of its duties and functions.

For Further Information

For additional information or clarification, please address your enquiries to Dr. Vladimir Radchenko, Executive Director, North Pacific Anadromous Fish Commission, Suite 502, 889 West Pender St., Vancouver, B.C. Canada, V6C 3B2. Phone: (604) 775-5550; Fax: (604) 775-5577; E-mail: secretariat@npafc.org, or go to NPAFC website: <https://npafc.org>.
