Fishery Officer Training Program 2022

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**Become a Fishery Officer**

**Selection process number:** 22-DFO-CEN-EA-EFM-330743

**Location:**Various locations in Canada upon graduation.
The location of training will depend on availability

**GT-02**
Candidates who successfully complete Fishery Officer training will be appointed to a GT-02 position upon graduation ($52,864 to $59,754/year)\*

During training, candidates receive a weekly training allowance of $350.00 less applicable deductions

Fishery Officer Trainees progress through the Fishery Officer Career Progression to reach the GT-04 working level ($66,610 to $75,733/year)\*
\*Salary under review

**Closing date: July 09, 2022 2:59 AM EDT**

Assessments of applications will occur periodically throughout the process before the closing date.

For further information on the organization, please visit [Fisheries and Oceans Canada](https://www.dfo-mpo.gc.ca/index-eng.html)

**Who can apply:** Persons residing in Canada, and Canadian citizens and Permanent residents abroad.
([Information on mobility for veterans and CAF members](http://www.canada.ca/en/public-service-commission/jobs/services/gc-jobs/canadian-armed-forces-members-veterans.html))

**Become a Fishery Officer!**

Fishery Officers enforce laws and regulations aimed to protect our fisheries and oceans. We participate in public education and awareness programs to develop a greater understanding of our fishery resources and how to protect habitats, and you will find us on our three oceans, rivers and streams patrolling and monitoring the public’s activities. Click [here](https://www.dfo-mpo.gc.ca/career-carriere/fishery-officers-agents-des-peches/index-eng.htm) to learn more about what Fishery Officers do in their careers.

If you are passionate about the outdoors, and care about the environment, then this opportunity might be for you!

**IS THIS A CAREER FOR ME?** Before you apply, we invite you to complete a [self-assessment questionnaire](http://www.dfo-mpo.gc.ca/career-carriere/enf-loi/career-quest-carriere-eng.htm).

If you qualified in any Fishery Officer Trainee process (2020 to present) but were not selected for a position, you can choose to remain in the pool of candidates if your education and experiences haven’t changed.
For those who qualified in any Fishery Officer Trainee process (2019 or older) **or** wish to inform us of new education or experience obtained, we invite you to re-apply to this selection process so it may increase your chances of being selected. It may be possible that you will not be required to complete subsequent assessments. Each situation will be handled on a case-by-case basis.

 **Training**

Fisheries and Oceans Canada (DFO) recruits and develops candidates to become Fishery Officers. Successful candidates are initially recruited as Cadets to complete training. Employees progress from the GT-02 to the GT-04 group and level (Classification currently under revision) contingent upon successful classroom and field training. Training is for a duration of approximately 34 months (*Training period currently under revision*) through the departmental [Fishery Officer Career Progression](http://www.dfo-mpo.gc.ca/career-carriere/enf-loi/training-formation-eng.htm) Program (FOCPP).

* GT-02: Fishery Officer Trainee Level 1 (training approximately 18 months)
* GT-03: Fishery Officer Trainee Level 2 (training approximately 12 months)
* GT-04: Fishery Officer

Trainees will complete the program at their initial placement, which is determined through the Fishery Officer Placement Process by the hiring region.

This performance and competency-based program provides a clear developmental path which involves performing on-the-job functions, competency development, learning, coaching and constructive feedback. Upon successful completion of the FOCPP you will be appointed as a Fishery Officer (GT-04).

 **Intent of the Process**

The intent of this process is to staff full time indeterminate positions in the following areas within the seven Fisheries and Oceans Canada regions:

  Arctic: Nunavut Territory (Iqaluit, Inuvik), Northwest Territories (Yellowknife, Hay River);
  Pacific\*: All areas with the Province of British Columbia and Yukon Territory;
  Ontario & Prairie: Only Manitoba (Winnipeg), Alberta (Edmonton);

  Quebec\*: All areas within the Province of Quebec;

  Newfoundland & Labrador\*: All areas within the Province of Newfoundland and Labrador;
  Gulf: All areas of Prince Edward Island, along the east coast of New Brunswick and the northern coast of Nova Scotia; and
  Maritimes: All Areas along the Atlantic coast of Nova Scotia including the Bay of Fundy and the south coast of New Brunswick.

At this time, the exact number of positions to be filled per region/location is uncertain. The positions to be staffed have various linguistic requirements such as Bilingual Imperative, French Essential and English Essential.

**Important financial information for isolated locations:**

* Successful candidates may be eligible for staff housing and the reimbursement of relocation costs.
* Isolated Post Allowances range from $19,000 to $31,000, which is based on if the employee has dependents or is occupying staff housing.
* Vacation Travel Assistance is provided up to twice a year for each eligible member of the household.

**Skills Required**

Candidates must meet all of the essential qualifications noted in the Statement of Merit Criteria (below) to be appointed to a position. Application from individuals who are working toward meeting essential education requirements (not yet completed) can be considered if the need is required for more applicants. Candidates must have graduated by the summer of 2022.

**In order to be considered, you must meet the following essential qualifications:**

**Official language proficiency:**

*Various language requirements*
🍁 Maritimes and Gulf Regions:
English Essential or Bilingual Imperative BBB/BBB

🍁 Ontario & Prairie, Arctic, Newfoundland & Labrador, and Pacific Regions:
English Essential

🍁  Québec Region:
French Essential; Bilingual Imperative BAB/BAB or BBB/BBB

[Information on language requirements](https://www.canada.ca/en/public-service-commission/jobs/services/gc-jobs/language-requirements-candidates.html)

 **Education:**
✔ Successful completion of:

* Two years of post-secondary education; or
* A post-secondary accelerated education program\*; or
* A secondary school or a vocational studies diploma with at least 12 months of experience in a related field of work\*\* (having more than 12 months of experience could be considered as an asset).

[Degree equivalency](https://www.canada.ca/en/public-service-commission/jobs/services/gc-jobs/degree-equivalency.html)

Click "Show Content" for definitions of a post-secondary accelerated education program and related fields of experience.

Hide Content

\* Accelerated education program:
Is a program which is delivered continuously and is equivalent to the same number of hours of education that a 2 year period attending college or university would add up to.

\*\* Experience in a related field of work:
- Renewable/Natural Resources and Habitat Management: Experience in activities pertaining to: Water Management, Forest Management, Wildlife Management, Fisheries Management, Habitat Management, Eco Systems Management and Environment Protection.
- Enforcement: Experience in enforcing legislation or by-laws (laying of tickets and/or charges, attending court) with a law enforcement organization or a security agency.
- Outdoor Field Services: Field experience in providing outdoor commercial services to fishers, hunters or eco-tourists, e.g. guiding services.
- Fishing Industry: Experience in commercial, aboriginal, aquaculture, Dockside/at sea monitor, or in a related field. (Does not include recreational fishing for personal use).
- Canadian Armed Forces Members and Veterans who were honourably released: Experience related to active service.

**Knowledge:**

✔ Knowledge of the mandate, key legislation and legal process which guides Fisheries and Oceans Canada, and the Conservation and Protection program.

 **Abilities:**
✔ Ability to analyze a situation in a systematic way (analytical thinking).
✔ Ability to communicate effectively orally.
✔ Ability to communicate effectively in writing.
✔ Ability to give clear directions and set limits (Direct Communication).
✔ Ability to seek information in investigating problems or situations (Information seeking).
✔ Ability to listen, understand and respond effectively when interacting with individuals and groups (Listening, understanding and responding).

 **Personal Suitability:**
✔ Adaptability
✔ Result Orientation
✔ Self-confidence
✔ Self-control
✔ Team work and cooperation
✔ Dependability

**Conditions of employment**

Requirements that a person must meet or comply with for as long as they occupy the position:

✔ Secret security clearance
✔ Agreement to being deployed anywhere in Canada to perform any types of enforcement activities including (but not limited to) inland, coastal and offshore patrols (including air patrols), and/or forensic investigations and/or special operations.
✔ Agreement to be assigned anywhere in Canada for up to 3 weeks at a time to perform any types of enforcement activities, including (but not limited to) inland, coastal and offshore patrols (including air patrols), and/or forensic investigations and/or special operations.
✔ Meet medical and psychological suitability standards.
✔ Possession of a valid driver’s license (emergency vehicle class where required)
✔ A current standard First Aid Certificate and a CPR Certificate\*\*.
✔ Carry and use firearms and other restricted and prohibited weapons.
✔ Meet the DFO use of force proficiency standards.
✔ Wear a uniform and required protective clothing.
✔ Work and/or travel at sea or by air and in a variety of terrains and degrees of isolation for various periods of time in all weather conditions.
✔ Candidates must successfully complete the Physical Ability Requirement Evaluation Certificate (PARE).
✔ Candidates must be comfortable working/training on, in or near water. Candidates will be participating in training exercises that will require having their head/face immersed underwater.
✔ Ability and willingness to work overtime on short notice
✔ Ability and willingness to work evenings, weekend shifts, and holidays.
✔ For some positions, the following will be required: Reside within a 1 hour commuting distance (by road vehicle) from your headquarters.
✔ All employees of the core public administration are required to be fully vaccinated against COVID-19 and attest to their vaccination status unless accommodated based on a medical contraindication, religion, or another prohibited ground for discrimination as defined under the Canadian Human Rights Act.

\*\****standard first aid certificate*** means the certificate issued by either a qualified person or organization for the successful completion of a two-day first aid course, which also includes Cardiopulmonary resuscitation (CPR) level C and Automated external defibrillator (AED) Training.

**Asset Qualifications**

Click "Show Content" to learn more about the **asset criteria** ('nice to have' qualifications) for the Fishery Officer Trainee program.

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**Asset qualifications**

Asset Qualifications are those not essential to perform the work, but that would benefit the organization or enhance the work to be performed currently or in the future. Depending on the number of applicants, asset qualifications may be used in any way or at any time during the screening process to manage the candidate pool. It is in your best interest to outline how you meet any of the asset qualifications. Such volume management strategies might include: screening of applications based on the asset qualifications, random selection, top-down approach, establishment of cut-off scores, etc. Pass marks will be established for each qualification, however, achieving the pass mark is not a guarantee of an appointment or that candidates will be put through the next stages of the assessment process.

**Education:**
★ Successful completion of:

* Two years of post-secondary education in a related field\*;
* A post-secondary accelerated education program in a related field\*.
* Post-secondary education in a related field\* and at least 4 months of experience in a related field of work\*\* (having more than 4 months of experience could be considered as an asset).

[Degree equivalency](https://www.canada.ca/en/public-service-commission/jobs/services/gc-jobs/degree-equivalency.html)

\* Post-secondary education in a related field:
Law or by-law Enforcement / Police Science / Criminology / Law & Security / Fisheries / Aquaculture / Wildlife / Forestry / Natural Resources / Resource Management / Renewable Resources / Ecosystem Management / Marine Environmental / Environmental Science / Indigenous Studies / Biology / Agriculture / Geography.

\*\* Experience in a related field of work:
- Renewable/Natural Resources and Habitat Management: Experience in activities pertaining to: Water Management, Forest Management, Wildlife Management, Fisheries Management, Habitat Management, Eco Systems Management and Environment Protection.
- Enforcement: Experience in enforcing legislation or by-laws (laying of tickets and/or charges, attending court) with a law enforcement organization or a security agency.
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- Canadian Armed Forces Members and Veterans who were honourably released: Experience related to active service.

**Experience:**
★ A minimum of 4 months work experience in a related field\*\*.
★ Education, training and/or experience in financial accounting or auditing.
★ Education, training and/or experience in intelligence gathering and/or analysis.
★ Any marine certification that exceeds the Pleasure Craft Operators Course.
★ Experience in living and/or working in a remote, and/or Indigenous community.
★ Experience in operating a motorized water craft/vessel.
★ Experience in working at sea or on the Great Lakes.
★ Experience and/or certification as Instructor.
★ Experience in working with community based organizations or volunteer groups and/or developing partnerships.
★ Experience in carrying out major criminal investigations and/or prosecutions.
★ Experience in performing covert surveillance operations.
★ Experience or training in Information Systems Technology.

**Other Languages**:
★ Proficiency in any Canadian Indigenous Languages.
★ Proficiency in certain languages other than English and French.

**How to Apply**

**Applications will only be accepted online through VidCruiter. However, if you require accommodation to apply, please****contact us****as soon as possible to make the necessary arrangements.**

Candidates located in Nunavut only: If you have a question, or, if you are unable to submit an application online, it can either be dropped off in-person or emailed to the Conservation and Protection Office at:

630 Mivvik Street
Iqaluit NU X0A 0H0
DFO.OPCPStaffing-DotationCPOP.MPO@dfo-mpo.gc.ca

**Preference**

Preference will be given to veterans first and then to Canadian citizens and permanent residents, with the exception of a job located in Nunavut, where Nunavut Inuit will be appointed first.

[Information on the preference to veterans](https://www.canada.ca/en/public-service-commission/jobs/services/gc-jobs/canadian-armed-forces-members-veterans.html)

**Contact information:**

**Jeremy Beaudoin – Recruitment and Retention Program Supervisor**

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