

# Fisheries Compliance Officer

## BNOS PROFILE

## ROLE OVERVIEW

Fisheries Compliance Officers operate on land, at sea, and occasionally in the air to monitor fishing activities, assess regulatory compliance, and enforce fisheries laws. They work in challenging and often remote environments that demand vigilance, sound judgment, and a strong commitment to safety.

Officers conduct regular patrols and inspections to detect violations and take appropriate enforcement actions, including issuing warnings, levying fines, or seizing property. They also gather evidence, prepare reports, and support legal proceedings when necessary.

While most are employed by the federal Department of Fisheries and Oceans, Fisheries Compliance Officers may also work for provincial or local authorities under various titles. As representatives of the government, they play a critical role in conserving fish stocks, protecting marine ecosystems, and promoting sustainable harvesting practices. Officers must understand and apply a broad range of laws and regulations while fostering relationships with harvesters and the public to build trust and encourage voluntary compliance.

## INDEX OF POTENTIAL TITLES

- Conservation and Protection Officers
- Fish and Wildlife Officer
- Fisheries Inspection Officer
- Fisheries Patrol Officer

## NATIONAL OCCUPATIONAL CLASSIFICATION

22113 - [Conservation and fishery officers](#)

## STRATA LEVEL

3 – Specialist

## RELATED CAREER PROFILE(S)

[Fishery Officer – Department of Fisheries and Oceans Canada](#)

[Conservation and Fishery Officers – WorkBC](#)

## EDUCATION AND EXPERIENCE

### EDUCATION:

Completion of post-secondary diploma and/or degree in:

- Wildlife management
- Environmental fields
- Natural or environmental resource management
- Hunting and Fisheries Management

### EXPERIENCE:

Experience that would benefit applicants can include:

- Thorough knowledge of the principles and practices of law enforcement
- Knowledge of statutes and regulations administered by department and/or government
- Standard First Aid and CPR would be an asset
- Fishery Officers complete training programs provided by hiring government department



## TECHNICAL COMPETENCIES

### FIELD INSPECTIONS AND ENFORCEMENTS

Conduct field inspections through routine patrols and surveillance to assess compliance with operational, equipment, and stock regulations while applying enforcement measures as required.

- Conduct inspections of facilities, shipments, and businesses to identify violations under provincial or federal legislation.
- Inspects machinery and equipment regularly to confirm regulatory safety and operational standards are met.
- Collect data and retrieve evidence through surveillance activities to build support for legal or enforcement actions.
- Carry out appropriate enforcement actions, such as issuing warnings, seizure of goods or property, or ticketing to ensure regulatory compliance.
- Operate surveillance technology and enforcement software tools to monitor compliance and perform troubleshooting in the field to ensure continuous and effective enforcement operations.

### DOCUMENTATION

Completes documentation activities – such as investigation summaries, enforcement records, and program evaluation - with accurate and clear representations of events to support legal proceedings or program development.

- Document infractions and program-related concerns to track recurring issues and inform program evaluations and improvements.
- Prepare and submit enforcement reports and evidence packages to senior leaders ensuring accurate tracking of enforcement activities and timely preservation of evidence chains.
- Complete quarterly and annual reports to record outcomes, challenges, and trends in enforcement and infraction activities.
- Present documentation on current and new regulations to clearly convey legal requirements to regional harvesters and community members in plain language.

### PROGRAM PLANNING

Support the development of enforcement programs by contributing to implementation plans and evaluation strategies that improve compliance outcomes.

- Collaborate with local economic, cultural, environmental, and Indigenous groups to integrate local knowledge and address area-specific enforcement challenges.
- Engage in strategic planning sessions to help design enforcement initiatives that enhance compliance and protect resources.
- Works with senior leadership to develop annual enforcement plans that outline deliverables and define clear actions.
- Contribute to the design and implementation of programs that assess, monitor, and regulate operations affecting fish populations to support sustainability and compliance.

### PUBLIC AND HARVESTER RELATIONS

Engage and advise harvesters and the public on fishery regulations, while enforcing rules transparently to build trust and maintain credibility as a government representative.

- Build strong relationships with harvesters and industry to foster collaboration and improve regulatory compliance.
- Use active listening and mediation techniques to resolve conflicts with harvesters and maintain cooperative relationships.
- Explain the importance of marine area protection and share best practices with harvesters and the public to align them with enforcement program goals.
- Record and monitor consultation outcomes to report results and actions to harvesters and the public throughout the program's lifespan.
- Actively and purposefully engages with Indigenous communities and fishers to understand the unique role of fishing activities in their cultural and economic realities.



### ADAPTIVE PROBLEM SOLVING

**Respond effectively to changing conditions, often in remote isolated environments, by making sound decisions that ensure task completion and personal safety.**

- Assesses environmental and situational conditions to determine appropriate actions that reduce risk during potentially dangerous events.
- Prioritizes actions and tasks to address diverse challenges in remote and isolated environments.
- Maintains composure during emergencies to ensure clear and effective action in high-pressure situations.
- Develops solutions to team concerns by identifying and evaluating issues to maintain workflow and meet program objectives.
- Translate complex technical concepts into accessible information to facilitate communication with fishers, public members, senior management, and team members.

### COMMUNICATION

**Provide clear, practical explanations of regulations while maintaining transparency to support compliance and foster cooperation.**

- Share relevant knowledge and expert advice with colleagues to help achieve enforcement objectives efficiently.
- Compose clear and unambiguous messages between shore and vessel to prevent misunderstandings and support marine safety and enforcement response.
- Facilitate open dialogue on compliance to encourage operator questions and timely discussion of concerns.
- Clearly explain complex technical information in plain language during field interactions with harvesters and community member.
- Employ de-escalation communication strategies to effectively resolve disputes and encourage compliance.

### PROFESSIONAL AND LEADERSHIP ETHICS

**Exhibit professionalism and leadership to uphold authority in the field and build credibility with stakeholders during challenging enforcement situations.**

- Communicate difficult or sensitive information clearly and honestly to ensure infractions are understood by relevant parties, including management.
- Demonstrate professionalism and impartiality when interacting with the public and recording events to support reliable, long-term communication.
- Promotes a culture of respect and ethical conduct among harvesters and colleagues to strengthen compliance efforts and investigative outcomes.
- Manage conflicts calmly and impartially to uphold authority and trust during enforcement encounters.
- Support junior officers with training and mentorship to build operational skills and professional competence.



### REGULATORY INTERPRETATION AND APPLICATION

Interpret and apply relevant legislation and regulations across diverse situations to support consistent enforcement and contribute to policy outcomes.

- Skilled in accessing, reading, and interpreting relevant codes, acts, and statutes to inform sound regulatory decisions.
- Apply regulatory interpretations to real-world situations using credible and well-reasoned judgement.
- Assesses how federal, provincial and Indigenous legal frameworks interact in specific enforcement situations to ensure appropriate regulatory response such as the Criminal Code of Canada and the Fisheries Act.
- Recognizes and respects Indigenous Treaty rights to support equitable enforcement and reduce regulatory conflict.
- Advise commercial and recreational fishers on licensing, seasonal activities, and best practices to support compliance.

### PROTECTING PUBLIC INTEREST

Apply and uphold regulations to protect public interests such as fishery sustainability and species conservation.

- References regulatory frameworks to ensure industry operations meet legal and environmental requirements.
- Accurately applies regulations, codes, standards, and safety regulations to ensure safe operations.
- Apply fishing acts and licensing rules to protect fish stock and ensure catches meet legal size, species, and quota requirements as issued by the Department of Fisheries and Oceans.
- Navigates tensions between economic activity and ecological protection, making enforcement decisions that uphold policy without compromising community trust.



### ENVIRONMENTAL EDUCATION AND PROMOTION

**Engage community and industry members in understanding the ecological and cultural significance of fisheries conservation, using education to encourage voluntary compliance and sustainable practices.**

- Develop and deliver tailored educational materials to help diverse audiences understand the environmental and cultural impacts of fisheries.
- Design learning strategies and activities to promote long-term engagement with conservation and sustainable fishing practices.
- Present complex environmental and regulatory information in accessible, engaging formats tailored to public and industry audiences.
- Create educational resources to raise awareness of sustainable practices and the long-term effects of human activity on ecosystems, economies, and local communities.

### ENVIRONMENTAL AND ENFORCEMENT STEWARDSHIP

**Demonstrate commitment to aquatic ecosystem protection by promoting ethical conduct, transparency, and ecological responsibility in all decisions to support conservation.**

- Uphold a duty of care to marine and coastal ecosystems by recognizing the interdependence of environment, industry, and community.
- Apply the precautionary principle at the forefront of enforcement decisions to prioritize conservation of fishing stocks and the environment.
- Promote environmental conservation values during compliance interactions to encourage sustainable practices among fishers and community members.
- Serve as a steward of public marine resources by advocating for their sustainable management as shared societal assets.

### FISHERIES ENFORCEMENT EVALUATION

**Implement compliance and enforcement plans that guide industry activity and support alignment with conservation objectives and regulations.**

- Adapt enforcement plans in response to operational or ecological changes to ensure sustainable and effective compliance delivery.
- Evaluate the impact of human and environmental changes on local fishery ecosystems to maintain biodiversity and mitigate risk.
- Deploy independently to field sites to conduct compliance tasks in support of enforcement objectives.
- Monitor and document fishing activity to verify compliance with legislative and conservation requirements.