Oceans Policy Analyst

BNOS PROFILE

ROLE OVERVIEW

An Oceans Policy Analyst helps shape and evaluate policies affecting fisheries, marine ecosystems, and coastal communities. They gather and synthesize scientific and socio-economic information, monitor regulatory and international trends, and assess existing frameworks such as the Oceans Act or Fisheries Act

Based on this analysis, an Oceans Policy Analysts will make recommendations to strengthen governance structures, support conservation targets (like marine protected areas), and ensure departmental policies remain aligned with government priorities and environmental goals.

They work closely with internal teams across central agencies and collaborate externally with provinces, Indigenous groups, industry, and NGOs. Their role includes drafting clear policy advice, briefing notes, and stakeholder communications that inform decision-makers and support integrated management planning. They also ensure compliance with evolving legislation and international commitments and contribute to interdepartmental coordination across Canada's oceans governance landscape.

INDEX OF POTENTIAL TITLES

- Marine Policy Research Analyst
- Policy, Planning & Research Analyst
- Marine Policy Analyst
- Maritime Policy Analyst
- Marine Policy Research Analyst
- Policy Analyst (for an organization working within the Oceans sector)

NATIONAL OCCUPATIONAL CLASSIFICATION

41400 – Natural and applied science policy researchers, consultants and program officers

STRATA LEVEL

3A – Specialist

RELATED CAREER PROFILE(S)

Environmental Policy Analyst

Environmental Assessment Analyst

EDUCATION AND EXPERIENCE

EDUCATION:

This role generally requires an undergraduate degree in a relevant field such as environmental science, marine studies, natural or social sciences, economics, public administration, political science, or law. A Master's degree in natural resource management, public policy, environmental disciplines, or a related field is considered an asset.

EXPERIENCE:

A minimum of 2 years' experience in natural resource policy, environmental research, or public policy development is generally desired, along with a familiarity with Canada's marine sectors, ocean governance, Indigenous issues, and regulatory frameworks.

DATA ANALYSIS

Applies recognized statistical tools and techniques to interpret and analyze data for the purposes of uncovering trends, patterns, and opportunities to enable strategic decision making.

- Prepares technical and research reports on observations, data, and/or impacts to communicate conclusions to stakeholders, industry, government, or the public.
- Seeks feedback from other technical specialists to confirm interpretations and ensure all conclusions are aligned with project plan.
- Prepares summary reports of analysis results to be added into technical reports or presentations to expert and/or non-expert audiences.
- Applies quantitative and qualitative data analysis methods to determine environmental impacts of an organization's campaigns and initiatives.
- Analyses and interprets structured and un-structured environmental data to prepare comprehensive reports and present recommendations to senior management.
- Applies advanced qualitative data analysis techniques and methods to determine characteristics, trends, and impacts.

STAKEHOLDER RELATIONS MANAGEMENT

Identifies the needs of relevant actors, working in partnerships with all necessary partners, to achieve a well-balanced solution to desired project, process, or program.

- Engages with internal and external partners to build mutual understanding and ensure alignment on shared policy and program goals.
- Participates in stakeholder and committee meetings to gather input and foster inclusive dialogue that inform departmental initiatives.
- Represents organizational interests on external committees to contribute to sector-wide policy development and strengthen institutional visibility.
- Manages relationships with central agencies and other government departments to advance integrated, cross-sectoral policy solutions.
- Builds collaborative relationships with First Nations, government officials, and private sector representatives to support reconciliation and shared resource stewardship.

RESEARCH

Applies appropriate methods and techniques across primary and secondary research to aid strategic planning and decision-making related to coastal and ocean management policies.

- Conducts qualitative and quantitative research on public policy issues to generate insights that inform policy and program development.
- Designs and implements research studies using appropriate methodologies to generate reliable data for marine and environmental analysis.
- Researches emerging trends for an in-depth understanding of the existing policy directions and opportunities for improvement.
- Conducts literature reviews and secondary data analysis to identify knowledge gaps and inform future research priorities.
- Develops clear data visualizations and summaries to translate complex research findings into actionable insights that support informed decision-making.

PROJECT COORDINATION

Develop a coordinated schedule of project activities to establish clear deliverables and deadlines for completion.

- Contributes to a multi-disciplinary team to plan, implement, and execute survey work to facilitate further project activities.
- Manages project teams to align roles and responsibilities in order to deliver coordinated and timely outcomes.
- Leads project planning processes to define scope, timelines, and deliverables that align with organizational goals.
- Coordinates project workflows across teams to streamline execution and maintain momentum through the policy cycle.

TECHNICAL WRITING

Distills complex technical information into concise, audience-specific documents to support strategic decision-making.

- Prepares briefing materials to equip decision-makers with the context and evidence needed to evaluate proposed actions.
- Translates research outputs into written communications tailored to executive audiences to enable rapid understanding of key issues and trends.
- Prepares position papers and regulatory proposals to articulate policy options and guide internal and external stakeholder discussions.
- Analyzes policy and legislative content into tailored documents that align with the specific information needs of target audiences.
- Captures and synthesizes meeting discussions in written minutes and reports to support follow-through and accountability across teams.

COLLABORATION

Engages in professional collaborative efforts with other members of the team, including sharing information and expertise, utilizing input from others, and recognizing others' contributions to work towards a common goal.

• Incorporates input from colleagues and stakeholders to strengthen policy advice and program outcomes.

• Facilitates joint efforts with Indigenous groups and multi-stakeholder teams to support resource management planning.

• Works collaboratively across departments and external partners to advance integrated ocean management initiatives.

• Shares relevant and useful knowledge, experience, or expertise to aid team members accomplish their tasks more efficiently or effectively.

COMMUNICATION

Positively directs outcomes by delivering communication that results in a better understanding of goals and objectives and that capture interest, and gain support for immediate action.

• Delivers clear and persuasive oral and written messages to engage political and technical audiences and gain support for policy actions.

• Tailors communication style and content to diverse stakeholders to ensure shared understanding of complex ocean policy issues.

• Disseminates briefing notes, presentations, and reports to inform decision-makers and influence strategic direction.

• Supports public awareness initiatives by communicating key policy information to increase public understanding and engagement.

PROBLEM SOLVING

Identifies problems and uses logic, judgement, and evidence to evaluate alternative scenarios and recommend solutions to achieve a desired goal.

• Uses critical thinking to analyze complex ocean and environmental data to identify risks and opportunities for policy improvement.

• Applies judgment to balance stakeholder interests and regulatory requirements to develop effective policy solutions.

• Developing innovative approaches to navigating complex policy landscapes to improve resource management and governance.

• Identifies policy challenges and evaluates evidence-based options to recommend practical solutions aligned with strategic objectives.

LEGAL, POLICY, & REGULATORY COMPETENCIES

REGULATORY COMPLIANCE

Adheres to specific regulations, codes, and legislation within a defined jurisdiction to ensure the health and safety of others.

- Identifies applicable regulations, policies, and legislation to ensure activities align with legal obligations and interjurisdictional mandates.
- Reviews and interprets legislation such as the Fisheries Act and Species at Risk Act to support compliant policy development and implementation.
- Tracks regulatory changes and communicates their implications to policy teams and leadership to guide decision-making.
- Stays current with federal, provincial, and international regulatory developments relevant to fisheries, oceans, and marine environments to ensure compliance across projects and activities.
- Integrates compliance considerations into policy briefings and recommendations to ensure alignment with legislative and regulatory requirements.

ENVIRONMENTAL COMPETENCIES

ENVIRONMENTAL KNOWLEDGE MANAGEMENT

Organizes, synthesizes, and manages primary and secondary environmental data and other relevant sources to inform policies, projects, and their implementation.

- Organizes environmental data to build a centralized knowledge base that supports evidence-informed policy and program development.
- Synthesizes primary research data and secondary research findings to create knowledge products that guide implementation of coastal and marine initiatives.
- Maintains structured records of regulatory documents, reports, and data outputs to preserve institutional memory and support cross-jurisdictional coordination.
- Manages digital tools, databases, and collaborative platforms to ensure environmental information is current, accessible, and usable.

ENVIRONMENTAL POLICY ANALYSIS

Analyzes policy frameworks, environmental industry trends, and regulatory mechanisms to inform the development or enhancement of environmental governance structures.

- Examines socio-economic and policy data to assess program impacts and advise on sustainable and equitable policy responses.
- Monitors emerging regulatory, ecosystem, and international trends to support adaptive environmental governance.
- Evaluates the effectiveness of existing regulations to recommend evidence-based improvements aligned with environmental goals.
- Reviews policy instruments and regulatory models to inform enhancements in ocean conservation and resource management policies.
- Assesses national and international policy developments to guide updates to domestic environmental programs and governance frameworks.