

Job Title:

Research and Innovation Manager, Fisheries and Aquaculture

Salary Range:

\$80,000 – \$95,000

Reporting Structure:

Full-time maternity leave replacement reporting to the Director, Research & Innovation, Agrifood and Natural Resources

Job Scope:

The **Research and Innovation Manager** will be part of the Research and Innovation (R&I) team and work collaboratively and seamlessly across the organization. Reporting to the Director, Research & Innovation, Agrifood and Natural Resources, you will contribute to implementing the organization's strategic goals. You will engage external partners to catalyze partnerships across BC's R&I ecosystem, consistent with the organization's mandate. You will pursue collaborative opportunities with industry, government and non-profit organizations, for co-investment in projects and initiatives within the fisheries and aquaculture sectors. You will be the main point of contact at Genome BC for the fisheries and aquaculture sector and funded projects. You will be responsible for monitoring projects to assess progress and maximize outcomes.

We seek an enthusiastic, organized, confident and creative individual passionate about protecting and enhancing aquatic ecosystems, improving sustainability and contributing to a more resilient blue economy through science and innovation. If you thrive in a challenging environment, enjoy collaboration and a spirit of teamwork, aspire to work in a high-energy committed team and believe that genomics and associated technologies have the potential to impact the lives of British Columbians positively, we want you to apply!

Duties and Responsibilities:**General:**

- Lead and oversee the opportunity development pipeline, including independently assessing technology readiness levels of genomics and biotechnology for application in the fisheries and aquaculture sector.
- Use technical knowledge and entrepreneurial approach to support the academic, industry and end-user partners in adopting genomics and biotechnology in the fisheries and aquaculture sector.
- Build and maintain strong relationships with First Nations governments, stakeholders and partners within the fisheries and aquaculture sector.
- Contact and meet potential/new clients and end-users from industry, government and nonprofit organizations to discuss opportunities.
- Understand and meet partners' needs and respond to their priorities, feedback and concerns with urgency and empathy.
- Negotiate with clients on project scope and scale, determining project timelines and deliverables and ensuring the availability of resources.
- Represent Genome BC at conferences, invited talks and other public events to engage potential partners.
- Effectively collaborate and communicate with all functional units within the organization.
- Develop a sound understanding of Genome BC's portfolio.

Funding Applications:

- Support the applicants in developing research proposals for funding opportunities available via Genome BC and partner organizations such as Genome Canada.
- Support the development of end-user-led research proposals from ideation to application in collaboration with other subject matter experts.
- Coordinate the funding application screening and evaluation process, including review and due diligence, managing and maintaining quality and consistency in established processes.
- Support the selection and assignment of the roster of external reviewers and experts.

Funded Projects:

- Collaborate with R&I team members (including Project Managers & Finance) to ensure alignment with organizational practices across the fisheries and aquaculture portfolio.
- Monitor and maintain an understanding of scientific progress against project deliverables for assigned projects.
- Trouble-shoot project issues and challenges to keep projects progressing towards delivering results while managing/mitigating financial, governance and reputational risks to the organization. Manage project close-outs and post-project reporting processes.
- Assist, as needed, with internal project data and project-specific reporting requirements.

Education and Experience OR Required Qualifications:

- Background in fisheries and aquaculture sector with a broad knowledge of biotechnology, such as biological engineering, relevant to this sector.
- A graduate degree with a minimum of 3 years of relevant experience.
- Business qualifications or experience in innovation, technology commercialization or entrepreneurship will be an asset.
- Broad understanding of BC's fisheries, aquaculture and marine sectors and innovation ecosystem.
- Demonstrated experience in building strategic partnerships.
- Creative and independent critical thinking and ability to identify opportunities for research and collaboration.
- Demonstrated experience with milestone-driven projects and an ability to identify and assess objectives and quantifiable measures of success.
- Experience with critical evaluation of scientific proposals and reports.
- Ability to think broadly, understand strategic priorities and work in a fast-paced, dynamic environment with frequent deadlines.

Skills and Knowledge:

- Excellent proactive communication, team-building and interpersonal skills.
- Demonstrated organizational, project management and financial analysis skills and careful recordkeeping practices, preferably in a science and/or technology environment.
- Excellent knowledge of climate change, sustainability and environmental issues and understanding of a broad range of technology, innovation and business-related metrics.
- Ability to engage in reflective and independent thinking and logically connect ideas.
- Ability to actively listen, focus on inquiry and ask the right questions.

- Communicates effectively to address and resolve conflict, build trust and manage multiple, diverse relationships and stakeholders.
- Ability to focus efforts on achieving results within Genome BC's vision.
- Ability to summarize key messages from a large information set into presentations and reports.
- Well organized, detail-oriented and able to multitask in a fast-paced environment.

Competencies for Success:

- Empathy
- Consensus building
- Networking
- Persuasiveness
- Negotiating
- Diplomacy
- Conflict management
- Respecting others
- Being a team player
- Collaboration
- Critical thinking
- Excellent communication
- Results and partnership orientation

How to apply:

Applicants should include a current CV with a cover letter indicating the anticipated start date and the names and contact information for at least two references. Please send the application in MS Word or PDF via email to careers@genomebc.ca

Application deadline: September 27, 2026 (EOD)

We thank you for your interest in Genome BC. Only those candidates shortlisted for interviews will be contacted. No phone calls please.

About Genome British Columbia:

Genome BC is a not-for-profit organization that has advanced genomics research and innovation for nearly 25 years, growing a world-class life sciences sector in BC and delivering sustainable benefits for British Columbia, Canada and beyond. Genome BC has attracted over \$1 billion in direct co-investment to the province, which has contributed to funding more than 550 genomics research and innovation projects. These initiatives enhance healthcare and address environmental and natural resource challenges, improving the lives of British Columbians. Genome BC also integrates genomics into society by supporting responsible research and innovation and fostering an understanding and appreciation of the life sciences among educators, students and the public.

www.genomebc.ca

Our Values:

- **Integrity** and accountability are at the core of our decisions and interactions.
- **Curiosity** and creativity inspire us to imagine what is possible.
- **Boldness** and agility motivate our actions.

- **Excellence** through teamwork and collaboration.
- **Empathy** calls us to meet people where they are.