The Massachusetts Department of Fish and Game seeks prospective candidates to apply for the Director of the Division of Marine Fisheries (DMF).

The Director is a high ranking / key management position for the Department. This is a statutory position established under Mass. General Law C.130. Through authorization contained in this statute, the Division of Marine Fisheries administers all the laws and regulations relating to marine fisheries in Massachusetts, including federal and/or other special laws.

Under the administrative supervision of the Director of Marine Fisheries, DMF is also responsible for the biological development of marine fish and fisheries.

The Director provides strategic direction and operational oversight for Division employees throughout the state, working to implement policies adopted by the state Legislature and the laws approved by the Massachusetts Marine Fisheries Advisory Commission.

The Director administers and supervises the overall operations of the Division; develops and implements the Commonwealth’s fisheries management policies; and represents the Commonwealth’s interests in utilizing and protecting marine fisheries resources at the interstate, federal, and international levels.

The Director is also responsible for all laws regulating the marine fisheries and marine fisheries resources of the Commonwealth. This authority includes oversight of all permitting for marine fisheries related activities including the retail, wholesale, and interstate sale and transport of seafood products.

Duties include:

Develop and implement state water’s fisheries policies and conservation programs (includes public meetings, hearings, and rule making).

Represent the Commonwealth’s interest at the interstate, national and international level (includes...
participation on policy boards, committees, conferences, workshops).

Ensure environmental protection by review and comment on proposed ocean and coastal activities that may negatively impact fisheries, fisheries resources, and/or the marine habitat (includes review of energy, wastewater treatment, water use, etc.).

Overall Division leadership and management (includes staff collaboration over science program activities and results; facility operations, infrastructure maintenance and improvements; federal aid and state budgeting).

Develop and coordinate functionality of institutional partnerships.

Establish and maintain professional and productive working relationships with other state and federal agencies and with local authorities; represents the Division and the Commonwealth in discussions, negotiations and partnerships with federal, tribal, regional and international organizations.

Serves as the principle spokesperson for the Division.

**Qualifications:** MINIMUM ENTRANCE REQUIREMENTS: Applicants must have at least (A) six years of full-time, or equivalent part-time, supervisory or managerial experience in business administration, business management, or public administration and (B) of which at least three years must have been in a managerial capacity.

SPECIAL REQUIREMENTS: None.

**Preferred Qualifications:**

A graduate degree or higher in a fisheries resource management area is required.

A minimum ten years work experience in a government fisheries agency with at least seven years in a managerial role with supervision of operating budgets of $1+ million and 30+ employees; at least three years experience in natural resource policy development.

Ability to work collaboratively with a variety of stakeholders in both the public and private sector.

Demonstrated ability to work closely with the scientific community in building a defensible scientific basis for resource management.

A working understanding of scientific analyses and quantitative methods used to study fisheries population dynamics as well as the health and productivity of habitats.

Excellent communication skills including writing and public speaking. Ability to effectively communicate orally and in writing with the public, legislators, the press, and staff.

Travel statewide and nationally to participate in site visits and meetings to represent the Division.

Excellent problem solving, conflict resolution and facilitation skills.

**Comments:**

The Massachusetts Division of Marine Fisheries serves Massachusetts’ citizens by protecting, restoring, and enhancing fishery resources and their habitats, while providing sustainable fisheries related recreational and commercial opportunities.

The Department of Fish & Game works to preserve the state's natural resources and people's right to conservation of those resources, as protected by Article 97 of the Massachusetts Constitution. To carry out this mission, the Department exercises responsibility over the Commonwealth's marine and freshwater fisheries, wildlife species, plants, and natural communities, as well as the habitats that support them.
**How To Apply:** Interested persons should respond in writing, accompanied by a resume, cover letter, and a Commonwealth of Massachusetts Application for Employment, no later than 5:00 p.m. on the closing date to:

Johanna Zabriskie, Director of Human Resources  
Department of Fish and Game, 251 Causeway Street, Suite 400, Boston, MA 02114

Resumes will not be considered without an application. Applications are available on the Department of Fish and Game website at mass.gov/DFG under Employment Opportunities. You may also request an application be sent to you. Please reference the Posting ID on all correspondence. Please submit a separate resume and cover letter if applying for multiple job postings.

The Department of Fish and Game, is an affirmative action employer. This document is available in other formats to accommodate the needs of individuals with disabilities.

**Agency Web Address:** mass.gov/dfg

The Commonwealth acts in good faith to affirmatively recruit a diverse population. If you wish to self-identify, please click on the links below. Completing this form is voluntary. If you choose to self-identify, please note that all Affirmative Action and Disability data is kept in a confidential file.

**Link to Disability Form (return this form to the ADA Coordinator listed below)**


**Link to the Veterans Forms (return this form to the Diversity Officer listed below)**


**Diversity Officer/ADA Coordinator:** Johanna Zabriskie, 617-626-1599

An Equal Opportunity/Affirmative Action Employer. Females, minorities, veterans, and persons with disabilities are strongly encouraged to apply.