

MANAGEMENT EXCLUDED JOB DESCRIPTION

POSITION IDENTIFICATION	
Position Number	990573
NOC/EEOG	0714/02
Position Title	Director, Science Services
Department	Science Services
Reports to (title)	CEO & President Ocean Networks Canada
Supervisory Responsibility	Direct: 10 (Senior and Staff scientists) Indirect: Up to 10
Classification Level	ME13
Date (last revised)	May 2026

DEPARTMENT SUMMARY
Ocean Networks Canada (ONC) is a world-leading organization supporting ocean discovery and innovation. ONC operates infrastructure that monitors the west and east coasts of Canada and the Arctic to continuously deliver data in real-time for scientific research, societal benefits and technological innovation. ONC infrastructure supports ocean research within and across disciplines ranging from geophysics, oceanography, marine acoustics, marine ecology, geochemistry to microbiology facilitated by the co-location, at every observatory site, of sensors serving multiple fields of research. The observatories supply continuous power and Internet connectivity to a broad suite of scientific instruments located in coastal and deep-ocean environments. The strategically located instruments and big data management enable evidence-based decision-making on ocean management, public safety and environmental protection and address key scientific and policy issues. Along with national and local governments, ONC also works in collaboration with educators, students, communities, and Indigenous peoples on ocean monitoring initiatives along all three of Canada's coasts. ONC's digital networks host thousands of sensors distributed in, on and above the seabed along with mobile and land-based assets (e.g., ferries, autonomous floats, moorings, and coastal radars) that provide essential data. ONC's powerful online data management system, Oceans 3.0, is the most visible aspect of ONC and how ONC's diverse user communities can access, analyze, visualize, and present observatory data. ONC is a Major Science Initiative funded by the Canada Foundation for Innovation (CFI) and is governed by a not-for-profit society that operates the world-class innovative observatories on behalf of the University of Victoria.

MANDATE/CORE PURPOSE OF ROLE

Reporting to the President & CEO of ONC, the Director of Science provides executive leadership for ONC's scientific mission, with accountability for the long-term scientific direction of the organization and the performance of the Science Services division.

The Director of Science is responsible for national and international partnerships while serving as the ONC scientific lead in the development of monitoring programs for marine protected and ocean conservation areas in collaboration with Provincial and Canadian partners. The Director leads ONC in the scientific excellence and innovative thinking necessary to maintain ONC's leadership at the forefront of ocean observing and is the liaison with ONC's International Science Advisory Board and with the Ocean Observatory Council.

This position is a member of ONC's Executive Team, providing Science with a formal voice in organizational strategy and decision-making. The Director ensures that scientific priorities are integrated into operational and infrastructure decisions across ONC, and that the Science Services division has the leadership, resources, and culture to deliver on ONC's mission.

This position provides counsel to the President & CEO and ONC's Board of Directors, and reports to the ONC Board on a range of science issues and projects.

This position requires travel nationally and internationally.

OBJECTIVE

The Director of Science role involves advancing and supporting current and new scientific disciplines utilizing the ONC ocean observatories to advance scientific research in support of ONC's 2030 Strategic Plan and the goals therein. The Director reports directly to the President & CEO, provides counsel to the Board of Directors, and is a member of the Executive Team. This role is accountable for the strategic leadership and organizational health of the Science Services Division, including setting annual direction, budget and HR management, and ensuring the Science Team has the conditions to deliver on ONC's science mission. Additionally, the Director initiates and leads special projects, and mitigates operational and strategic risks by contributing scientific knowledge.

The Director will raise ONC's profile as a national and global leader in ocean observation and represents and promotes ONC science capabilities through international collaborations, at both the national and international level.

KEY RESPONSIBILITIES

Strategic leadership:

- Delivers on ONC goals of the 2030 Strategic Plan.
- Provides leadership for policy and strategic decisions.
- Identifies strategic opportunities to enhance ONC's science and technological impact.
- Creates a unifying vision for ONC and promotes alignment.
- Ensures the Science Team has a formal voice in organizational strategic decision-making, including at the Joint Executive level.

Executive Leadership:

- Develops and implements an annual divisional work plan aligned with ONC's Strategic plan.
- Manages strategic and operational risk mitigation strategies based on the ONC Strategic Risk Register.
- Participates in ONC's Executive Committee and plays a key role in decision-making and strategic planning.

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- Ensures science priorities are widely communicated across ONC in the pursuit of scientific excellence to deliver the goals of ONC.
- Develops and manages budgets for science operations, development, and new initiatives.
- Represents ONC science interests at meetings of the ONC Board of Directors, and national and international bodies conferences, symposia, and workshops.
- Serves as ONC liaison to the International Science Advisory Board.
- Serves as ONC liaison to the Ocean Observatory Council.
- Responsible for managing the strategies for scientific conference attendance.

Scientific leadership:

- Raises ONC's profile as a global leader in the development of new science initiatives.
- Identifies collaborations with national and international partners to foster strong working relationships with scientists and related institutions.
- Supports the use of ONC infrastructure by large national research networks and international science initiatives.
- Prepares proposals that secure operational and capital funding to ONC.
- Evaluates and prioritizes proposals that meet strategic objectives of ONC.

Departmental Leadership:

- Provides leadership, oversight, and vision for the Science Services program in a strategic, operational and scientific capacity.
- Cultivates collaborative leadership culture across ONC with a focus on the strategic objectives.
- Leads and develops a diverse and talented team capable of achieving established goals within available resources, including staff selection, performance evaluation and monitoring quality and quantity of work.
- Mentors and supports staff development.
- Provides administrative leadership including team meeting structure, individual performance and development conversations, program plan coordination, and approval of team forms (travel, leave, etc.).
- Responsible for sound fiscal management of departmental budget.
- Supports effective collaborative relationships in the development and delivery of research projects.
- Fosters ONC's mission, vision, and values within the Science Services team.

Program Operations:

- Recommends and designs new programs to meet ONC goals and/or funding agency's needs.
- Oversees program operations including program planning, priorities, evaluation, and implementation.
- Monitors and evaluates progress toward strategic goals and annual program plan objectives.
- Ensures the Science Team provides effective support to science users and ONC staff in the development of solutions to research-related challenges.
- Proactive approach to risk management, ensuring risks are identified and mitigation is addressed.
- Manage and enhance science community support programs such as the Researcher in Residence program, the Roy Hyndman student award program, the student travel award program, etc.

Equity:

- Supports and follows ONC's and the university's strategic people plans (e.g., Equity Action Plan, Indigenous Plan, UVic Strategic Framework, etc.) and maintains compliance with University equity policies and practices.
- Embeds practices of equity, diversity, accessibility, inclusion and dialogue throughout the science services department and university community so that all team members feel welcomed, valued, and supported to achieve their highest potential.

QUALIFICATIONS

Education and Experience:

- Doctoral degree in a relevant field of study
- 10 years of scientific leadership and/or senior-level research experience in a research program of national and international standing
- Demonstrated experience leading and developing a team of scientific professionals
- Experience in developing, managing and directing research programs
- Experience in writing scientific proposals
- A record of publishing in academic journals

Competencies include:

- Excellent critical thinking
- Skilled and confident spokesperson and facilitator in scientific discussions
- Ability to communicate with diverse stakeholders
- Excellent interpersonal skills, including conflict management
- Strong team leadership and strategic thinking
- Ability to apply project management best practices to achieve program and project goals on time
- Strong organizational, analytical, and problem-solving abilities
- Demonstrated administrative and organizational skills
- Ability to build and maintain positive working relationships
- Commitment to diversity and contributing to an inclusive and respectful working and learning environment

Unusual working conditions:

- The Director may be called upon to lead offshore expeditions.
- During ONC field excursions or 24/7 expeditions, the Director is required to be on call to respond to urgent matters.
- Work involves travel nationally and internationally to promote ONC, meet with stakeholders, coordinate with related projects, and explore new areas of research.
- Due to the many priorities and deadlines that the Director must accommodate in their work, a necessary high level of quality assurance, and crisis management skill is required for this position and can be a source of significant mental stress particularly in the lead up to field excursions or expeditions.

Condition of Employment:

- The ability to obtain a Government of Canada Secret Level II security clearance is a requirement of this position.