



**Request for Qualifications
Species Expertise – Regulation 242/08 - *Endangered Species Act***

SLR Consulting (Canada) Ltd. is a member in good standing of the Ontario Waterpower Association, with its fees paid in full until December 31, 2013. Gordon Wichert is a professional biologist employed by SLR.

Name and Qualifications:	Gordon Wichert, Ph.D., R. Biol. (Alberta), R.P. Bio. (BC)
Species/grouping of species for which recognition is requested	Lake Sturgeon <i>Acipenser fulvescens</i>
Expertise and experience with Species/grouping of species	<ul style="list-style-type: none"> • Co-authored the 'Lake Sturgeon Best Management Practices for Waterpower Projects and 'Lake Sturgeon and Waterpower Data Collection and Sampling Protocols for Mitigation Effectiveness Monitoring'. • Reviewed proposed Wanatango Falls waterpower development on behalf of Taykwa Tagamou Nation • Assessed water management in the Trent Severn Waterway for multiple objectives including waterpower and Lake Sturgeon • Literature review for MNR implementation of Endangered Species Act • Attended the Sturgeon Interest Group (2012); introduced Lake Sturgeon and Waterpower Effectiveness Monitoring project • Invited to present findings for the Lake Sturgeon and Waterpower Effectiveness Monitoring project to the Sturgeon Interest Group (2013)
Expertise and experience in the development and implementation of mitigation, effects monitoring and effectiveness monitoring plans	<ul style="list-style-type: none"> • Led project and team (MNR, DFO, power producers, OWA) to identify habitat creation, water elevation and water flow management as key waterpower mitigation for Lake Sturgeon • Developed data protocols and sampling processes to monitor effectiveness of key mitigation: compliance monitoring and functional response of Lake Sturgeon • Identified best management practices for four key aspects of waterpower activities: encroachment, storage, generation, and spill • Developed water management ranges for the Haliburton Reservoir Lakes, the North/Central sector, and the South Sector of the Trent Severn Waterway to satisfy objectives for waterpower and aquatic species protection, including Lake Sturgeon

<p>Expertise and experience in the hydroelectric sector</p>	<ul style="list-style-type: none">• Invited to attend and make two presentations to the Sturgeon Interest Group, which focuses on understanding and mitigating potential waterpower impacts to Lake Sturgeon• Developed best practices to protect and protocols to assess effectiveness of waterpower mitigation for Lake Sturgeon• Contributions to fishway design on behalf of Taykwa Tagamou Nation: performance objectives for upstream and downstream attraction flows, depth, velocity, pool-riffle spacing for Sturgeon passage• Aquatic impact assessment• Assess and recommend water management ranges for navigation, waterpower, aquatic resources, flood control, recreational, and aesthetic objectives for the Trent Severn Waterway from Balsam Lake to Lake Ontario
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Curriculum vitae (max 1 page) attached.

Gordon Wichert, Ph.D, M.Sc., B.Sc. Senior Ecologist

Biography

Dr. Gordon Wichert is a senior ecologist at SLR Consulting specializing in aquatic ecosystem dynamics, assessment and rehabilitation, and watershed planning. Over the past 18 years he has completed studies in conservation ecology, watershed planning, landscape-scale delineation and classification, and environmental effects monitoring.

Gordon has designed, supervised and conducted environmental monitoring studies for pre-, during and post construction phases. He has also conducted impact studies and environmental peer reviews for development and First Nations interests – waterpower, mines, dredging, residential development, large water taking projects and environmental remediation and ecosystem rehabilitation. Gordon has negotiated compensation and mitigation plans with Department of Fisheries and Oceans to obtain authorization under the *Federal Fisheries Act*.

He co-authored a Lake Sturgeon Best Management Practices Guide for Waterpower and also coordinated the multi-agency steering committee and co-authored the report on data collection, protocols, for assessing effectiveness of waterpower mitigation for Lake Sturgeon.

Gord completed the ecological studies supporting the Trent Severn Waterway Water Management Study for Parks Canada. This waterway is over 380 km long and includes 26 hydroelectric facilities along the waterway. Water management recommendations to maintain navigation while enhancing water power, natural environment, property protection and recreation were developed.

Dr. Wichert has also served as an expert witness providing witness statements, reply witness statements and testimony at Ontario Municipal Board hearings and Fisheries Act court proceedings.

Project Experience

- **Project Director, Senior Ecologist** – co-authored a guide outlining best management practices for water power development and Lake Sturgeon.
- **Senior Ecologist, Project Manager** – reviewed and developed standard protocols to collect data and information to assess the effectiveness of waterpower mitigation for Lake Sturgeon.
- **Project Manager, Senior Ecologist** – literature review providing information and resources to MNR to inform the development of protocols, best practices and guidance documents that support the implementation of the Endangered Species Act with respect to all fish species listed as Endangered or Threatened in Ontario
- **Senior Ecologist, Project Manager** – lead ecologist on the Trent-Severn Waterway (TSW) water resources management study. Investigating ways to alter management of the Waterway to better achieve multiple goals including hydro-electric power production and natural environmental objectives related to enhancement and protection of species and habitat along the TSW
- **Project Manager, Senior Ecologist** – developed operational statements for the Prospectors and Developers of Canada to streamline regulatory review under the Fisheries Act for routine activities
- **Expert Witness** – served as expert witness for court cases where defendant was charged under the *Fisheries Act*
- **Expert Witness** – provided expert review, witness statements and testimony on ecological matters at Ontario Municipal Board hearing



EDUCATION

- Ph.D. (Zoology) University of Toronto, Department of Zoology, 1995.
- M.Sc. (Institute for Environmental Studies and Department of Zoology) University of Toronto, 1991.
- B.Sc. (Institute for Urban and Environmental Studies and Department of Biology) Brock University, 1988

MAIN SPECIALTY

- Aquatic Ecology

AREAS OF EXPERTISE

- Fish as Indicators of Ecologic Conditions
- Watershed Planning
- Ecological support for water management
- Habitat Restoration

RELEVANT INDUSTRY EXPERIENCE

- Land Development
- Waterpower
- Aggregate Extraction
- Mining
- Habitat Rehabilitation
- Municipal Water Supply
- Construction Dewatering
- Permits to Take Water
- Interference with Wetlands and Alterations to Shorelines and Watercourses Permits
- Fisheries Act Authorizations
- Fisheries Policy Development
- Expert Testimony



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