



# Fisheries Manager

Job: **66619**

Location: **Tsaxis, Vancouver Island, BC**

## About the Organization

Located on the northern tip of Vancouver Island, the Kwakiutl Indian Band is a rural community located in Tsaxis (approximately 10 minutes away from Port Hardy). The Kwakiutl Band Council offers a variety of programs, supports and services, including education, social development, housing, economics, fisheries, accounting, treaty negotiation, language, child and youth, and administrative management.

As stewards of the marine areas throughout our territory, the Kwakiutl will continue to pass on ecological knowledge of our ancestors to ensure that economic activities taking place in our marine environment are done in a manner that respects and protects our cultural values, ensures access for food, social and ceremonial purposes and benefits the Kwakiutl First Nation and future generations.

The Kwakiutl Fisheries Department facilitates and encourages the long-term sustainable development of our commercial and food fishing resources, and is committed to working with Band members and to developing closer and more effective relationships with national institutions, academia and the private sector to achieve long-term sustainable results.

## About the Area

With a population of over 4,500, Port Hardy is the largest community on the northern part of Vancouver Island. Offering a variety of services and programs, residents enjoy an array of outdoor activities, a vibrant arts and culture scene and a diverse business community. The community is well connected to other Vancouver Island communities via Highway 19 and the rest of the Province by a regional/local airport and the BC Ferry system.

## About the Opportunity

The Kwakiutl Band Council (KBC) is seeking a full-time permanent **Fisheries Manager** to join their team in **Tsaxis**, just outside of Port Hardy on Northern Vancouver Island.

The purpose of the Fisheries Manager's position is, under the direction and guidance of the Band Manager, to oversee the overall activities of the KBC Fisheries Department in accordance with policies, agreements and related priorities set by the Kwakiutl Band Council (KBC). This includes overseeing all fisheries that are managed by KBC, including boats, licenses, related gear and associated fisheries staff and/or fishing crews.

The Fisheries Manager is tasked with referrals specific to aquatic resources, as well as managing the Kwakiutl members' interests. Tasks include, but are not limited to, the following:

- Provides quarterly reports to the Chief and Council regarding all fisheries related issues and concerns;
- Serves as a liaison with relevant and strategic associations, advisory committees, industry partners, as well as facilitates mutually beneficial relationships with other Bands, and with federal and provincial government departments;
- Participates when requested in decision making with Chief and council regarding the Kwakiutl natural resources;
- Researches and drafts applications for funding opportunities for the Kwakiutl Band in fisheries related issues;
- Develops and implements Aboriginal fisheries strategy with a focus on the Kwakiutl "Treaty of 1851" treaty right to "fish as formerly", sustainable harvesting methods while balancing other interests and needs of the Nation and members;
- Plays a lead role in initiating and implementing employment, training, and business opportunities in the fisheries department;
- Coordination of marine plants and all natural resources management programs;
- Plays a lead role in negotiating and implementing fisheries agreements;
- Prepares and secures contracts for support in consultations and technical support for agreement negotiations;



- Provides education and awareness programs of all natural resources, fresh and marine waters;
- Coordinates scientific research on fish habitat and the potential impacts of development on fish and fish habitat;
- Coordinates habitat protection and monitoring of enhancement plans;
- Coordinates stock definitions, enumerating and assessment surveys; and
- Performs other duties as required.

Knowledge of the Kwakiutl community, culture and language is an asset. It is paramount that all positions within the band strive to communicate and serve the Kwakiutl people in a manner that respects, enhances and promotes the cultural identity and well-being of both the individual and the community. This position will strive for cultural safety by:

- Gaining cultural awareness and cultural sensitivity;
- Understanding and complying with any Kwakiutl policies or position statements on “cultural safety” (and ensuring it is reflected in individual training / professional development plans);
- Ensuring that plans, policies and activities undertaken promote the holistic health and well-being of the Kwakiutl in a way that incorporates and promotes the cultural aspects of the Kwakiutl people and traditions; and
- Overall, assisting in the articulation and establishment of cultural influence expectations in the KBC Fisheries Department’s planning and day-to-day operations.

### **About the Qualifications**

As our ideal candidate, it is strongly preferred that you hold a **university degree or diploma in biology or marine biology, resource management, environmental sciences or other related disciplines**, or equivalent training and experience.

The Fisheries Manager holds a senior management position within the Kwakiutl Band and as such, the position requires:

- Training and a minimum of 2 years of experience in a West Coast marine and freshwater fishery; 3 years experience is preferred;
- Hands-on experience in vessel maintenance and operation (including regulatory requirements);
- Strong knowledge of BC and Federal fisheries policies and management regimes;
- The ability to manage field and vessel crews in an efficient, professional and fair manner;
- Excellent interpersonal, negotiation, formal writing (such as briefing notes, strategy documents, work plans, etc.) and communication skills;
- The ability to engage and work effectively with Kwakiutl community members and other stakeholders; and
- Computer and technical writing ability.
- A successful criminal records check is mandatory
- Must have and maintain a valid BC Drivers License as a condition of employment and preferably have access to a reliable vehicle.

### **Other Job Information**

- In order to be awarded this employment, candidates must successfully and periodically undergo an appropriate criminal records review and police record check to demonstrate that there are no relevant charges or convictions.
- This role will require travel to and work in a variety of different work environments, as well as work outside normal business hours and to function independently.
- The successful applicant must agree to abide by KBC organizational policies (i.e., personnel policy and other policies).
- The successful applicant will also demonstrate the ability to work independently, to organize work, prioritize workload, possession and application of excellent communication skills (written, inter-personal).
- Must be respected within the community.
- Preference may be given to Aboriginal applicants those with a degree or diploma (as above), and those with direct working experience in this role with Kwakiutl Band Council or other First Nations.
- Must perform other duties as assigned.



## About the Benefits

In return for your commitment and passion, you will be rewarded with a competitive salary of **\$55,000-\$65,000 per annum** along with an excellent benefit package, which includes:

- **Medical, dental and vision coverage;**
- **Pension plan;**
- **Vacation negotiable for the right candidate; and**
- **Relocation assistance for the right candidate.**

Upon joining our team, you will find yourself welcomed into a team committed to a spirit of cooperation and openness and fostering a community-oriented cultural environment.

*If you share our commitment to facilitating and encouraging the long-term and sustainable development of our commercial and food resources, we want to speak with you - apply today!*

Please apply online at: [www.applyfirst.ca/job66619](http://www.applyfirst.ca/job66619)

***In order to be considered for this role, you must submit your application before 8 a.m. on Monday, May 25, 2015.***