

# **JOB POSTING**

## **(AFS) FISHERIES COORDINATOR**

**JOB SUMMARY:** Under the direction and guidance of the Band Manager, the **AFS Fisheries Coordinator** is responsible for the overall activities of the Fisheries Department in accordance with policies, agreements and related priorities set by the Kwakiutl Band Council (KBC). The Fisheries Coordinator manages all aspects of the fishing program under the Aboriginal Fisheries Strategy (AFS). It is the mandate of the Fisheries Coordinator to develop and maintain a productive and sustainable fishery along with the management and protection of fish species.

**DUTIES / RESPONSIBILITIES:** 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

### **Aboriginal Fishing Strategy**

AFS work plan duties and responsibilities (include but are not limited to) implementing the following:

- Manages licenses for salmon, herring, halibut, and prawning
- Collaborates with DFO Stock Assessment Division (StAD) Biologists on local stock assessment and migration studies on the Quatse
- Ensures the Fisheries Technician completes the juvenile and adult Coho salmon monitoring on the Keogh River
- Administers, monitors and reports on the Kwakiutl's Food, Social and Ceremonial Fishery as outlined in the Communal License
- Coordinates, monitors, and reports on the Herring Spawn/stock assessment activity in the Hardy Bay and Beaver Harbour areas

### **Fisheries Departmental Duties**

- Provides quarterly reports to the Band Manager 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
- Assists with research and drafting of applications for funding opportunities for the Kwakiutl Band in Fisheries related issues including employment, training, and business opportunities
- Assists with the coordination of marine plants and all-natural resource management programs
- Assists with the coordination of education and awareness programs of all-natural resources, fresh and marine waters
- Assists with the coordination of scientific research on fish habitat and the potential impacts of development on fish and fish habitat
- Assists with the coordination with habitat protection, monitoring of enhancement plans, stock definitions, enumerating and assessment surveys
- Performs other duties / assignments as directed by the Band Manager

Knowledge of the Kwakiutl community, culture and language is an asset. It is paramount that all positions within the KNDC 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 and 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
- Overall, assisting in the articulation and establishment of cultural influence expectations in the KNDC Fisheries business planning and day-to-day operations

## REQUIREMENTS:

- University degree or diploma in biology, marine biology, resource management, environmental sciences or other related discipline, or equivalent training and experience
- Training and a minimum of 2 years of experience in a West Coast marine and freshwater fishery- 3 years experience is preferred
- MBFA, MED, SVOP and Swiftwater Training would be *assets*
- Hands-on experience in vessel maintenance and operation (including regulatory requirements) - *asset*
- Strong knowledge of BC and Federal fisheries policies and management regimes
- The ability to lead / supervise field staff in an efficient, professional and fair manner
- Excellent interpersonal skills, formal writing (such as briefing notes, strategy documents, work plans, etc.) and communication and negotiation skills
- The ability to engage and work effectively with Kwakiutl community members and a wide variety of other stakeholders
- Strong computer skills, budget creation/monitoring, and technical writing abilities
- Valid BC Drivers License is a condition of employment and preferably have access to a reliable vehicle
- Must consent to pre-employment & post-incident drug / alcohol testing
- A successful criminal records check is required

## Other Job Information

- In order to be awarded the 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)

- Preference may be given to Aboriginal applicants--specifically 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
- Willing to perform other duties as assigned by the Band Manager

### **KEY RELATIONSHIPS:**

- Liaises and communicates with relevant government departments, the private sector and other First Nations organizations
- Maintains good relations with the Kwakiutl membership, community and handles inquiries and requests in a prompt, respectful manner

### **WORKING CONDITIONS:**

- Standing, Sitting, bending, lifting, carrying, squatting, kneeling, stretching
- Possible outdoor work in all types of weather conditions
- Some overtime, local and regional travel, and some irregular work hours (adaptable / flexible to schedule changes)
- Observe and adhere to smoke- and scent-free environment
- Harassment- and violence-free environment;
- Valid BC Drivers License and a reliable vehicle are conditions of employment

**Term:** Full-time, Permanent

**Compensation:** Competitive wage (and benefits after 3 months)

**Competition Closes:** Open until filled – position to start asap



Please forward your cover letter and resume via e-mail or fax to:

**Dwayne Worthing, Director of Human Resources  
Kwakiutl Band Council  
99 Tsakis Way, Box 1440 Port Hardy, BC, V0N 2P0  
hr@kwakiutl.bc.ca Fax: (250) 949-6066**