



Fort Nelson First Nation

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CALL FOR INTEREST

Job Title:	Labourer I - construction	Posting #:	2020-22-temp
Department:	Community Infrastructure & Safety Services	Level:	G1-L1-C1
Location:	On Reserve	FTE:	unknown
Supervisor:	Housing Coordinator	Starting Rate:	\$19.30
Key Areas:	general labour to support construction activities	First Posted:	03-09-2020
Effective Date:	September 2020	Closes:	31-12-2020

SUMMARY / SCOPE

The Housing division is compiling a list of qualified candidates who are interested in working as a general laborer on a construction site. The work takes place on reserve. The work term is temporary and casual and hours may vary from part-time to full-time.

The primary responsibilities of a Labourer (I) are to perform a variety of tasks in support of Tradespersons in the day-to-day repair, maintenance and construction activities that support the organization. This work is highly structured and approval is required for all deviations from assigned work. Tasks are assigned by the supervisor in either verbal or written format, and decisions are made by the immediate supervisor or actions can be taken after approvals are granted. This position performs a variety of tasks and general maintenance work to make environments safe in and around public buildings and facilities and the community at large (i.e.: schools, day care, health clinic, recreation, and other office buildings, public housing, and utilities sites, construction sites, greenways, parks, etc.). The work also includes providing security to safeguard buildings, equipment, work sites, and personnel. A key element of success for this position is the development of an awareness and knowledge of reference materials to assist in addressing problems, challenges and issues; references include written policies, procedures and guidelines, as well as maintenance and work schedules and check lists, and equipment manuals and reference handbooks, and WHMIS manual and data sheets. Other related duties as required.

Candidate Profile:

The Labourer (I) has physically fitness to perform the work, and has good interpersonal skills including good listening skills to gather information and to ask questions in order to carry out assigned tasks and to provide routine information to other employees. The Labourer (I) has good written and verbal communication skills and communicates with the Tradespersons, supervisor, co-workers, and maintenance staff to obtain information, supplies, tools, equipment and/or advice or help to solve problems or issues, and may occasionally have contact with other building workers, occupational health and safety committee members, and the general public. The worker places safety objectives above all else.

COMPETENCIES

- Safety Sensitive
- Safety Assessment
- Observant
- Responsible & Reliable
- Information Seeking
- Communication



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MINIMUM QUALIFICATIONS

- Mature individuals.
- One to two (1-2) years' experience performing construction, or maintenance and repair work.
- Experience with mechanical and power tools.
- Experience purchasing/picking-up and delivering supplies.
- Good interpersonal skills and ability to interact well with employees and the public.
- Organized and able to handle competing priorities and meet deadlines.
- Good communication skills (written and oral); ability to listen to understand and ask questions for clarification.
- Good computer skills and able to use some applications and email.
- Satisfactory completion of a criminal record check.
- Valid BC Driver's License.
- Satisfactory driver's abstract.

ASSETS

Any of the following are considered assets:

- Certificates of training, such as, OFA1 with TE, WHMIS, OHS, Fall Protection, Ladder and Scaffold, Confined Space Entry, Traffic Control Persons ticket/certificate, Chainsaw Level I, Bear Aware.
- Previous experience working for a First Nation's community, or a relational understanding of capital assets and infrastructure.
- Google™ drive, calendar, forms and other Google™ products.
- Ability to speak Dene and/or Cree.

WORK CONDITIONS

- Lifting or moving objects less than 10 lbs., is a constant requirement and lifting or moving objects over 50 lbs. is performed occasionally. Objects can include tools, bags of garbage, lumber, supplies, furniture and snow and debris such as trees.
- Occasion requirement to work in awkward or cramped positions or body movements when working in confined spaces
- Interacts with supervisor, co-workers, maintenance staff, and occasional contact with general public.
- The demands of the job occasionally result in considerable fatigue, requiring periods of rest.
- Manual or physical activities include a regular requirement to use gross motor skills: includes, bending, stooping, stretching, squatting, pushing, pulling, walking, standing, sitting, and lifting.
- Required to use hand tools and machinery or equipment.
- Auditory concentration is required to listen attentively, to be alert and to obtain and interpret information correctly.



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- Auditory concentration or strain is experienced occasionally when operating loud machinery such as a lawnmower.
- Visual concentration or alertness is required on a regular basis when operating tools and equipment to ensure the safety of self and others.
- Alertness and concentration are required when using power tools to ensure proper and safe handling of the tools. Higher than normal levels of attentiveness and or alertness for the health and safety of self and others is required constantly when operating equipment such as a power tools, and machinery such as lawnmower, snow blower, wiper snipper, brush saw, etc..
- Time pressures and deadlines are experienced occasionally as maintenance work must be completed daily to ensure building can reopen the next day. Interruptions can occur as a result of equipment malfunction.
- There is a requirement to wear safety boots at all times. Other safety equipment such as hard hat, goggles, ear/eye protection, masks, gloves, vests, and harness may be required when performing specific tasks. Fall arrest equipment is required when working on ladders or scaffolds.
- Regularly work results in exposure to dirt, dust, filth and garbage when working with drywall, demolishing walls and handling insulation; electrical shocks while working with live wires, dangerous heights or depths when working on scaffolds and ladders, wet or slippery surfaces, and adverse weather conditions when working outside.
- Occasionally, can be exposed to vibration from equipment, or sharp objects such as utility knives, heavy machinery including snow blower, lawn mower, and adverse weather conditions when removing snow.
- Dangerous heights include working on ladders to change lights, cleaning windows or other high surfaces in buildings, assisting trades personnel in repairs such as in ceilings.
- The likelihood of injury or illness resulting from hazards in the job is limited if safety precautions are followed.
- Overtime as required.

APPLICATION INSTRUCTIONS

Closing Date - Ongoing until: December 31, 2020 at 4:30 p.m. *Preference will be given to qualified local First Nation's applicants. If you do not have access to electronic mail please take your resume and any applicable training tickets to reception at the Administration Building (Band Office), and they will send it to our recruitment email address, otherwise, kindly forward your resume and tickets to:

Human Resources Recruitment
Fort Nelson First Nation
R.R. #1, Mile 295, Alaska Highway
Fort Nelson, B.C. V0C 1R0
E-mail: recruitment@fnnation.ca
Fax: 250-774-7260

We thank all individuals for applying, but only those applicants whose applications clearly demonstrate meeting all of the requested minimum qualifications will receive a response.

** Constitution Act, 1982 [Section 35]; Canadian Charter of Rights and Freedoms [Section 15(1)]; Canadian Human Rights Act [Section 16(1)]; Employment Equity Act [Section 5(a), 10(b)]; Declaration on the Rights of Indigenous Peoples [Article 22]; ILO Convention 169 on Indigenous and Tribal Peoples in Independent Countries.