

POSITION TITLE: FNFN Land Guardian

NUMBER OF POSITIONS AVAILABLE: 2

WORK TERM: until March 31, 2021 with strong possibility of extension

HOURS OF WORK: 35-40 hours per week (8:30 – 4:30, Monday – Friday) some overtime and weekends may be required.

SALARY RANGE: Grade 2 -3 commensurate to level of experience, training and responsibility

Summary/Scope

Reporting to the FNFN Field Coordinator, the FNFN Land Guardians are responsible for the assertion and protection of FNFN treaty rights and responsibilities throughout FNFN territory. The FNFN Land Guardian team maintains a presence throughout the territory; monitors the impacts of land and resource use; accurately collects and compiles environmental and land use data; observes, records and reports possible violations of FNFN stewardship policies and provincial and federal regulations; and reports violations and/or concerns to the FNFN Lands staff and appropriate external government agencies. Recognizing the central importance of Indigenous knowledge to sound natural and cultural resource management, FNFN Land Guardians also hold a prominent role in implementing land-based cultural revitalization initiatives, including language initiatives and cultural workshops. The work of the FNFN Land Guardians supports all FNFN Lands Department programs including land use planning, resource management, referrals processing and land-based cultural revitalization. As a whole, the FNFN Land Guardian team is responsible for a wide range of duties. We expect that each FNFN Land Guardian will have various expertise and competencies in several, but not necessarily all, of the following duties and areas of responsibility:

Duties and Responsibilities

Maintain a presence throughout the territory on behalf of the Fort Nelson Nation

- Conduct patrols throughout territory
- Approach and engage visitors to FNFN traditional territory, provide information about the FNFN, and offer assistance where necessary
- Interact positively with resource users, including recreational and commercial hunters, fishers, trappers, and mushroom pickers;
- Respond to land-based emergencies such as remote industrial spills, wildlife incidents, vehicle breakdowns etc., that require immediate attention
- Maintain, repair, re-stock, and check in on the band-owned cabin at Km37 on the SYD (“the Snake River cabin”)
- If available, wear the FNFN Land Guardian uniform during the course of duty

Monitor and collect environmental data

- Collect and record data related to the health of FNFN ecological and cultural values and the impacts of resource activities on these values
- Monitor and report land use activities and possible violations/infractions of FNFN land laws as well as federal/provincial regulations, including:
 - Observe and document industrial activities (i.e. logging, oil and gas activities, mining operations, etc)
 - Observe and document subsistence, commercial and recreational hunting activities
 - Observe and document food fishing, commercial fishery, and sport fishing activities
 - Observe and document commercial trapping activities
 - Observe and document food and medicine plant harvesting, including mushroom picking
- Work with elders to document important sites and resources and monitor impacts of human activities
- Report results of all monitoring efforts to appropriate FNFN Lands Department staff in a timely manner
- Ensure all data is entered into the Lands database and data is kept secure

Liaison with provincial and federal enforcement agency staff

- Build and maintain productive relationships with federal and provincial agency staff, including the BC Oil and Gas Commission, the Natural Resources Sector, and the Conservation Services Office,
- Represent the FNFN in the BCOGC Aboriginal Liaison Program (ALP)
- Conduct joint compliance and oversight monitoring with relevant enforcement agencies when needed
- Engage in environmental and emergency management services with relevant agencies when needed
- Attend joint training, technical and roundtable sessions with relevant agencies when available

Respond to reports of concern or requests for on-the-land elder assistance

- Respond to community reports of concerning, illegal or suspicious environmental activities in FNFN territory (i.e., wildlife concerns, illegal dumping, fishing out of season, etc)
- Respond professionally to observed violations in an appropriate manner by approaching resource users and documenting and reporting relevant information
- Respond to requests from FNFN elders for assistance on the land, including hunting and harvesting activities, maintaining and repairing cabins, cutting wood, hauling water, clearing trails, etc.

Provide technical support for environmental management, research and restoration projects

- Provide field technician support to internal and external project teams as requested, including:
 - Conduct field surveys and research
 - Conduct water, land, wildlife, and air monitoring activities

- Conduct restoration and reclamation activities, including: site visits, tree-planting and other laborious re-vegetation work, site monitoring, follow-up surveys and reporting

Conduct community outreach and cultural education

- Represent the FNFN Land Guardian program at community events and outreach initiatives, informing members about FNFN land stewardship issues and Land Guardian activities
- Support FNFN Lands Department communications by submitting information for community newsletters and contributing photos or videos for the Lands Facebook page
- Assist in the delivery of community cultural education events, including culture camps, on-the-land hunting and harvesting activities with staff, youth and elders, in-community and on-the-land cultural workshops and teaching sessions, including virtual and/or recorded lessons and workshops
- Serve as a mentor for youth interns and summer students
- FNFN Land Guardians will have opportunities to either teach or participate in Dene and/or Cree language classes as part of their professional development

Minimum Qualifications

- Mature individual; minimum 19 years of age
- Physical fitness and able to work long days outdoors in extreme weather
- Willing to overnight in camp for several days at a time
- Basic computer skills (MS Office, email and Internet)
- Respectful demeanor and good oral and written communication skills
- Successful completion of a Police Information Check.

Desired Qualifications

- Environmental monitoring training and/or experience
- Valid Class 5 Driver's license
- Workforce Safety Certificates such as, H2S, OFA1 with TE, WHMIS, OHS, Bear Aware, Wilderness First Aid, Foodsafe
- ATV, PAL, or drone etc certification
- Bush skills (i.e., faller, buckler, hunting, trapping, fishing, guiding etc)
- Familiar with FNFN history and traditional territory
- Map reading, compass and GPS skills
- Ability to speak Dene and/or Cree

Physical Requirements

The FNFN Land Guardian position is physically demanding, and will include travel in extreme weather on a skidoo, ATV, helicopter, or boat, hiking long distances on the territory, and moving and/or packing heavy field equipment to remote sites. Applicants must be in good physical health to carry out the job effectively without injury.

Working Conditions

- Lifting and moving equipment weighing up to and beyond 50 lbs occurs occasionally. Lifting or moving objects over 50 lbs. is performed occasionally: objects can include tools, equipment, lumber, supplies.
- Works in the field near gas lines where risk of exposure to H2S is present.
- Work requires standing for prolonged periods to collect field data.
- Walking is required to perform basic surveying work and related field work. Work activities may also require climbing over terrain and working in awkward positions.
- Interacts with engineering aides/technicians, contractors and equipment operators, supervisor, co-workers, and occasional contact with general public, may interact with government officials.
- 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.
- Auditory concentration is required to listen attentively, to be alert and to obtain and interpret information correctly.
- Visual concentration or alertness is required on a regular basis when operating tools and equipment to ensure the safety of self and others.
- 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.
- The likelihood of injury or illness resulting from hazards in the job is limited if safety precautions are followed.
- Manual dexterity required to use desktop computer and peripherals.

Candidate Profile:

FNFN Land Guardians must have a positive and diplomatic personality with strong attention to detail, and physical fitness for this demanding job that requires the employee to be prepared for anything the wilderness may present (i.e.: wildlife, weather, terrain, isolation). This worker may work long hours in all types of weather and terrain, and will be required to travel by all types of transportation. Jobs may take place in camp settings and may be 2-3 weeks continually on-site. This employee will be required to be diplomatic in their interactions with multiple professionals, community members and the general public. The successful candidate is able to work in remote wilderness locations with one or two others while positively contributing to the overall teamwork environment.