



Fort Nelson First Nation

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INTERNAL/EXTERNAL POSTING

Job Title:	Manager, Guardian Programs	Posting #:	16-2023
Department:	Lands, Resources and Treaty Rights; Land and Water Stewardship Division	Grade:	G8-L1
Location:	Lands Building and On-the-Land	FTE:	1.0
Supervisor:	Director	BHR Rate:	\$37.90
Purpose:	Strategy, Budgets, Staffing, Management, Planning, Reporting, Policy Group	Bi-weekly Rate:	\$2653.00
Effective Date:	Immediate, full time permanent	First Posted:	2023-05-05
		Closes:	When filled

Job Scope

This position is overtime exempt, and is not entitled to call back, reporting pay, standby, shift premiums, travelling time or any other cash compensation which is dependent on completing a specified number of hours in a normal work week. The successful incumbent will manage direct and indirect reports in their division, which totals approximately 7 field crew workers and 1 or 2 consultants.

The Manager plays a crucial role in managing, and coordinating the operations of the Land Guardian Program and the Community Liaison Program to ensure the protection and conservation of land, water, and wildlife in the FNFN territory. Reporting to the Director, Lands, Resources and Treaty Rights, this Manager manages assigned staff and field crews and related activities for the management conservation of land, water, and wildlife programs and activities. This position will interface with other Lands department managers and staff, and senior managers, as well as with government and industry stakeholders, boards and committees, biologists, NGOs, consultants, FNFN trappers, community members, and other stakeholders, and will work closely with Elders, Knowledge Keepers, and other community members. Other related duties as required.

The Manager will develop and administer policies in the best interests of safety and operations, ensuring that the program balances stewardship, environmental, and lands and natural resources values while recognizing the need for maximizing conservation efforts. This Manager often works alongside staff in the field and will oversee the day-to-day activities of the division, and all activities related to the short and long range planning for projects, programs, and services in this division of operations. Other related duties as required.

Candidate Profile

The Manager has subject matter expertise in environmental science, policy, and management practices and has an in-depth knowledge and technical skills regarding the conservation management land, water, and wildlife, and the ability to manage staff and workers. This individual has a passion for environmental stewardship and a commitment to promoting sustainable practices. The Manager has the ability to understand, analyse, and interpret and explain, and present complex/technical information in a clear and concise manner to non-qualified persons. The Manager has business professional interpersonal and communication skills, and is skilled in worker engagement, facilitating meetings, and gathering and organizing information in order to assign work, and provide directions to, and assess the work of subordinates. Informing and engaging employees is crucial for this work. Strong written and verbal communication skills are essential, as is the ability to work in a collaborative,



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and cultural and politically sensitive environment. The Manager participates in department meetings and communicates with direct reports, and other subordinates.

Minimum Requirements

- Previous experience working in a safety sensitive role and a commitment to safe work practices.
- Post-secondary training in natural resource management, environmental studies, or a related field. Equivalent work experience will be considered.
- Minimum 5 years of experience working in a leadership role in natural resource management or environmental protection.
- Willingness to learn about and integrate FNFN's Land Use Vision & Values, and a commitment to uphold these values in the Land Guardian Program.
- Excellent interpersonal and communication skills, with the ability to build and maintain relationships with diverse stakeholders.
- Strong organizational and project management skills, with the ability to prioritize competing demands and meet deadlines.
- Knowledge of relevant federal and provincial legislation, regulations, and policies related to environmental protection.
- Knowledge of Indigenous land rights issues and effective land management practices.
- Knowledge of environmental science, and land-based policy, and regulations, including BC's DRIPA and the United Nations Declaration on the Rights of Indigenous Peoples.
- Excellent analytical and problem-solving skills.
- Strong leadership skills and ability to manage a team effectively.
- Proficient in the use of GIS and other data management tools.
- Strong project management and budgeting skills.
- Compliance with BC Immunization program, TB screening, and COVID-19 vaccinations]
- Ability to provide own transportation to and from work.
- Satisfactory completion of a Police Information Check.
- Valid Class 5 BC Driver's License and drivers abstract is required.

Additional Information

The following training/certificates and additional assets are preferred, but the Employer may provide training to successful candidate:

- OFA1-TE
- H2S
- PST
- Possession and Acquisition License (Firearms)
- Bush Skills
- ATV Training
- Wildfire First Aid/Awareness
- Ability to speak Dene and/or Cree.
- Other certificates: WHMIS, First Aid.
- Google™ drive, calendar, forms and other Google™ products.



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Work Conditions

This work typically takes place Monday to Friday, 8:30 a.m. – 4:30 p.m., excluding holidays. Majority of work time is split between office-type environment and field environment. Will at times work with and lead the Guardian team out on the land. When working out on the land this job can be physically demanding, and will include travel in extreme weather on a skidoo, ATV, helicopter, or boat, hiking long distances in the territory, and moving and/or packing heavy field equipment to remote sites. In some cases, Guardian activities may take place at remote locations in the traditional territory and may require overnight stays in a wall tent or third party catered camps when available. Specific safety protocols related to in-office and field work must be adhered to in their specific environments and work circumstances. PPE when required.

Application Instructions

Closes: When filled. **Remuneration:** Rate offered to the successful incumbent is pending certification(s), skills, experiences, knowledge. *Preference may be given to qualified First Nation's applicants. Kindly forward your cover letter and resume to: recruitment@fnnation.ca

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