



# Fort Nelson First Nation

Strong. Healthy. Proud. Self-reliant.

## INTERNAL-EXTERNAL JOB POSTING

<b>Job Title:</b>	Land Guardian (Labourer I/II) – 4 placements	<b>Posting #:</b>	2020-17-0.70
<b>Department:</b>	Land Resources and Treaty Rights	<b>Levels:</b>	G2-L1-C2/ G3-L2-C3
<b>Location:</b>	On Reserve	<b>FTE:</b>	0.70
<b>Supervisor:</b>	Lands Director/Field Coordinator	<b>Hourly Rate:</b>	\$19.30 – \$26.71
<b>Key Areas:</b>	Environmental monitoring, data collection and entry	<b>First Posted:</b>	14-07-2020
<b>Effective Date:</b>	July 14, 2020	<b>Closes:</b>	when filled

### SUMMARY / SCOPE

Four (4) placements are available for full-time temporary work, with a term ending date of March 31, 2021. Employees will work 35-40 hours per week (8:30 – 4:30, Monday – Friday) some overtime and weekends may be required. Work will start upon hire. There is a strong possibility work may be extended past the term ending date.

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.

### 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.

### COMPETENCIES

- Safety/Hazard Assessment
- Information seeking and communication
- Listening, Understanding and Responding
- Planning, Organizing and Coordinating



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- Teamwork and Cooperation
- Data Collection and Entry

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### MINIMUM QUALIFICATIONS

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- 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.

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### DESIRED QUALIFICATIONS

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The following are considered assets:

- 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,
- 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

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### WORK CONDITIONS

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- 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.



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- 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.

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### APPLICATION INSTRUCTIONS

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**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:

**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](mailto:recruitment@fnnation.ca)

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