



## **Ka:'yu:'k't'h'/Che:k'tles7et'h' First Nations**

### **CAREER OPPORTUNITY**

#### ***Fish Biologist (FB)***

Fish, such as salmon, play an important role in the ecosystem and are a vital part of the identity and culture of KCFN. As stewards of the territory, KCFN hold and exercise sacred responsibilities to the lands, fish, and waters. To assist with these responsibilities KCFN's L&R Dept is growing and needs to add a **Fish Biologist (FB)** to our team of professionals. Reporting to MMFC, the FB's focus is to preserve, conserve, propagate, and manage the populations, health, and habitats of fish and other aquatic species. Our FB can expect to receive a competitive compensation package, extended health benefits, pension benefits, and time off to achieve work/life balance.

#### **What you'll do:**

- Collects, analyzes, and reports on fish samples, fish migration, escapement swims, aquatic data and other fish activity (microtrolling)
- Documents, analyses, and interprets fisheries information and data, prepares technical reports, memos and other deliverables
- Conducts assessments and authors reports that characterize fish population and habitat impacts resulting from environmental changes, human activities, and harvesting practices
- Recommends, develops, and implements fish and aquatic studies/field programs including population monitoring, habitat restoration and effectiveness monitoring, resource planning and risk mitigation
- Identifies, develops scopes and/or presents findings of fish habitat protection measures, environmental restoration and rehabilitation projects
- Assists the Manager of Food Fisheries as needed
- Supports the Manager of Food Fisheries in harvest data collection and reporting
- Provides oversight on provincial and federal regulatory requirements related to work in and around water
- Calibrates, maintains, and operates KCFN equipment and instrumentation in variable weather/river/ocean conditions according to set standards and specifications
- Observes and adheres to all laws, legislation, regulations, policies, and standards (KCFN, provincial & federal)
- Reviews reports, policies and updates from regulators (i.e., DFO, FLNRORD) and developers/consultants to assess potential impacts to KCFN rights
- Reviews referrals from external proponents to ensure proposed projects do not infringe on KCFN rights and interests and that appropriate mitigation measures and best management practices are enacted to eliminate or reduce impacts on KCFN lands, waters, and communities.
- Tracks correspondence between external bodies, governments and other stakeholders to meet consultation deadlines
- Collaborates with partner agencies to further KCFN objectives
- Represents KCFN at internal and external meetings/public events
- Develops briefing materials to enhance decision-making

- Works with managers and team members to provide updates on issues for developing systems and policies that align with the Maa-nulth Treaty, KCFN laws, rights, and interests, including governance/oversight of activities in KCFN territories & Treaty Lands
- Assists or leads in managing tasks and components of initiatives to further stewardship
- Writing grant applications, administering grants, and grant reporting
- Responsible for quality, quantity, and coordination of work performed in assign areas
- Works accurately and quickly with attention to detail in order to meet deadlines
- Exercises good judgment, discretion and practices safe work practices and protocols at all times
- Works independently as well as in a team environment

#### Our ideal candidate:

- Bachelor's or Master's degree in sciences with a focus on marine or fish biology
- A professional designation - or working towards (i.e. RPBio, RBTech, ABT) – *asset*
- 3-5+ yrs of experience working in a similar field
- Knowledge and application of the *Federal Fisheries Act* and good environmental standards
- Knowledge of KCFN, federal, provincial permitting, laws, regulations and guidelines
- Knowledge and application of fish science, fish sampling, and habitat assessment methods, environmental legislation, and permits
- Experience with ArcGIS and associated software
- SVOP, Marine First Aid, Swift Water Training, Radio Operators, Bear Awareness Training – *assets*
- Intermediate/advanced experience with Office 365, Google Docs, Adobe
- Experience working in a remote, First Nations environment – *preferred*

#### OPERATIONAL REQUIREMENTS

- Capable and willing to travel locally and regionally (i.e., training, meetings, presentations)
- Capable and willing to travel via boat/plane and on remote logging roads
- Capable of working outdoors in all weather conditions
- Capable and willing to work extended hours – including weekends, evenings, stats – *if necessary*
- A valid driver's license and clear driver's abstract
- WHMIS, Violence & Harassment Awareness training (or willing to complete)
- An acceptable Police Information Check (formerly known as an enhanced RCMP criminal record check) – *required*
- Successful background checks - including employment verification/reference checks, education/credential verification

**\*\* This competition is open to applicants who are legally entitled to work in Canada\*\***

**CLOSING DATE & TIME:** Open until filled

**START DATE:** ASAP

**STATUS:** Permanent, Full-Time

**DATE POSTED:** May 10, 2024

**COMPENSATION:** Very competitive + (health, insurance, EAP, pension benefits)

**TO APPLY:** E-mail cover letter & resume to *Dwayne Worthing, HR Manager*, at:  
[dwaynew@kcfirstnations.com](mailto:dwaynew@kcfirstnations.com) citing "**Fisheries Biologist**" in the subject heading of your e-mail

***In accordance with the provisions of the KCFN Gov't Personnel Act, the Canadian Human Rights Act and/or the Employment Equity Act, preference may be given to Indigenous applicants.***

*We thank all those who apply, however only those shortlisted will be contacted for interviews.*