



Halalt First Nation

Salish Sea Fisheries Biologist

Closing date: Friday, March 20, 2020

Halalt First Nation is seeking a fisheries biologist with project management skills to take on an important and meaningful role in fisheries stewardship in our Lands and Resources Department.

Halalt First Nation is a small Indigenous community located 15 minutes north of Duncan, BC, with a traditional territory encompassing mid-Vancouver Island, the Salish Sea, and the Fraser River area. The Lands and Resources Department is seeking an experience and qualified fisheries biologist to assist with Halalt First Nation's participation in the Salish Sea Initiative and related stewardship projects in the Salish Sea that are of great importance to members of the community.

The successful applicant will need to demonstrate a combination of skills and successes in four key areas: fisheries biology, project management, Indigenous Knowledge, and communication and engagement. Please note that beyond the baseline biology qualifications, Halalt First Nation will consider a variety of combinations of the skills and experience below:

- Fisheries Biology: Halalt First Nation's key interests in stewardship of the Salish Sea are the health of salmon and shellfish populations. Experience and knowledge on the subjects of salmon spawning, habitat, and fishery health, Southern Resident Killer Whales, clam bed restoration, and other aquatic species of importance to the community (sturgeon, eucalon) is valuable.
- Project Management: This position will involve organizing budgets and work plans, drafting annual reports, locating and applying for additional funding, and reporting progress on the Salish Sea Initiative to the Department and to Chief and Council. Ability to firmly prioritize tasks is essential.
- Indigenous Knowledge/Cultural Awareness: The successful applicant will be required to work with multiple knowledge types. Cultural understanding and past experience working with traditional knowledge holders and Indigenous communities is an asset.
- Communications and Engagement: Participating in the Salish Sea Initiative will require Halalt First Nation to work very closely with other First Nations, the Federal government, and the Province of BC. Strong communication and facilitation skills will be needed in order to participate in this co-developed initiative; it is essential that the person holding this position

holds strong active listening skills in combination with comfort speaking up in large meetings on topics important to the community.

Position Details: This is an annual contract position that will start at 5 days a week; salary will be competitive and commensurate with experience. The Lands and Resources Department will require a certain amount of time spent in-office, but flexibility will be available after an initial 3 month probationary period. Additional professional development may be available throughout the term of the contract. Halalt First Nation intends to build this opportunity into a long-term position, and we are looking for an applicant who is interested in a long-term relationship with our organization and community members.

If you are comfortable doing so, please indicate on your application if you are a member of an Indigenous community.

In your application, please tell us about yourself and highlight tangible and relevant successes in your career so far. Please send your Cover Letter, CV, and contact information for two references, and any inquiries, to:

Halalt First Nation
Attn: Caitlin Kenny
7973 Chemainus Road, Chemainus, BC
Caitlin@ckennyconsulting.com
250-246-4736 ext. 111

Do feel free to contact us with any questions you have about this position or the process. We greatly appreciate the efforts of all applicants; however please note that only applicants invited to the second stage of our hiring process will be contacted by March 27, 2020.