



**HA'OOM**  
FISHERIES SOCIETY

TELEPHONE: (250) 725-2802

HEAD OFFICE ADDRESS: 320 Opitsaht IR Road, Box 1108, Tofino, BC, V0R 2Z0

TOFINO OFFICE ADDRESS: 200 Grice Road, Box 1108, Tofino, BC, V0R 2Z0

EMAIL: [info@haoom.ca](mailto:info@haoom.ca)

WEBSITE: [www.haoom.ca](http://www.haoom.ca)

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**Position:** Executive Director  
**Tenure:** 0.8 or full-time, permanent  
**Location:** Tofino, BC  
**Salary:** \$100,000 - \$125,000 + competitive benefits package

## About Ha'oom Fisheries Society

The Ha'oom Fisheries Society (HFS) works cooperatively to support and facilitate the participation of the Ahousaht, Ehattesaht, Mowachaht/Muchalaht, Hesquiaht, and Tla-o-qui-aht First Nations (the "Five Nations") in the implementation of their commercial right-based fishery. Our work includes implementing fisheries for the Five Nations based on their inherent and constitutionally-protected aboriginal right to harvest and sell fish, enhancing the capacity and role of the Five Nations in the management and sustainability of fisheries, and working in collaboration with the Fisheries and Oceans Canada where appropriate. In addition, HFS provides support to incorporate traditional authority and knowledge of the Five Nations and leadership in relation to fisheries resources in the management of fisheries and provides support for the Five Nations' fishing culture and prosperous fishing communities. Ha'oom Fisheries Society supports and cultivates opportunities related to fishing, harvesting, fisheries habitat and resource maintenance and restoration, managing, monitoring, marketing, and processing of fisheries resources. Ha'oom Fisheries Society upholds the Nuu-chah-nulth principles of hishuk ish tsa'walk (everything is connected, everything is one) and isaak (respect) in the approach to managing opportunities and fisheries for the Five Nations.

## About the Role

The Executive Director is an exciting, senior leadership role within Ha'oom Fisheries Society. Responsible for the leadership, operations, and overall management of the organization according to the strategic direction and policies set by the Board of Directors, the Executive Director will help shape our emerging organization by leading the development and implementation of the fisheries program. The Executive Director oversees a diverse staff of 10+ employees/contractors and is guided by the organizational strategic plan and the Board of Directors. The role requires strong strategic innovation, leadership, relationship-building skills, financial management, and organizational-level management experience.

The Executive Director will serve as an architect in advancing the Ha'oom Fisheries Society's development, including the future development of multi-species rights-based fisheries, corporate entities, and implementation of strategic direction from the Board of Directors and the Five Nations.



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## Role Qualifications

- Relevant Master's level (or higher) degree and/or a proven combination of education and relevant experience, including extensive experience leading a team and experience with organizational development.
- 5+ years of experience working within a First Nations organization.
- Experience in drafting governmental funding agreements, including reporting and tracking.
- Ability to manage and make decisions for the organization regarding day-to-day operations.
- Experience with budgets, forecasting, and variance modelling.
- Experience with organizational development and management – including work plan development and tracking, employee recruitment, retention, and evaluation.
- Strong communication skills, including advanced written communication skills and extensive experience communicating to diverse audiences.
- Experience in negotiations with government partners.
- Strong interpersonal skills, including the ability to work in a team environment.
- Strong leadership skills, including demonstrated emotional intelligence and demonstrated ability to make decisions in environments with competing priorities.
- Strong analytical and time management skills.
- Follows through on commitments.

## Role Requirements

- A valid driver's license and access to a reliable vehicle.
- A Criminal Record Check will be requested.
- The ability to work out of office in Tofino, B.C. (hybrid arrangements may be considered within the range of Vancouver Island).

## How to Apply

Please submit your cover letter and resume by January 31, 2022 (12 pm PST) to Audrey Adelinet via [audrey@haoom.ca](mailto:audrey@haoom.ca).

To learn more about Ha'oom Fisheries Society, please visit us at <http://www.haoom.ca/>. For specific inquiries regarding the Executive Director role, please connect with Audrey via email or at 604-719-2506.

We will respond only to those applicants chosen for an interview. We thank all applicants for their interest. Pursuant to Section 16(1) of the Canadian Human Rights Act, preference will be given to aboriginal candidates who have a working knowledge of Nuu-chah-nulth culture and fishing practices.