



---

## EMPLOYMENT OPPORTUNITY

The Kitsumkalum Indian Band is one of fourteen tribes of the Tsimshian Nation, a fast growing vibrant organization committed to the development and progress of its Band Members and Community. The Kitsumkalum Indian Band invites applications from qualified, highly motivated and dynamic individuals to fill the following position.

**POSITION/TITLE:** Fisheries Operations Manager  
**DEPARTMENT:** Kitsumkalum Fisheries  
**SUPERVISOR:** Band Manager  
**TERMS:** Full Time

---

**NATURE AND SCOPE OF WORK:** The Fisheries Operations Manager will undertake duties to manage Kitsumkalum Fisheries and Fisheries programs. In consultation with the Kitsumkalum Band Council, Kitsumkalum Waap (traditional house groups) and Fisheries and Oceans Canada, this position is responsible for the coordination, development and management of the Kitsumkalum Fisheries Management Plan. This position also actively leads the planning and organizing of fishery programs to monitor, protect and sustain the Fishery resource and habitats to ensure food security.

In consultation with the Kitsumkalum Band Council, Kitsumkalum Waap, this position manages the annual schedule of Fisheries for salmon, groundfish and other fisheries resources and oversees compliance with Kitsumkalum Fisheries Management Plan and Regulations.

The successful candidate will be directly involved with building a team of personnel to manage and research freshwater and marine fish, wildlife, and address other environmental issues within the Kitsumkalum First Nation's territory.

The Fisheries Operations Manager will have opportunities to work with and receive direct support from scientists, managers and analysts at LGL Limited Environmental Research Associates. LGL is one of North America's premier environmental consulting firms with extensive expertise in fish and wildlife research. LGL has been working with Kitsumkalum for more than 20 years.

The successful applicant must be comfortable working in a challenging and dynamic environment, managing and overseeing several projects, provide capacity building hands-on supervision of field crews, able to work independently and have excellent communication skills.

---

## KITSUMKALUM INDIAN BAND

P.O. Box 544  
Terrace, BC  
V8G 4B5 • Phone: 250-635-6177 • Fax: 250-635-4622



---

### DUTIES:

- Primarily responsible for overseeing the Kitsumkalum Aboriginal Fisheries Strategy program and its transition into a treaty negotiated fisheries operation
- Develop business plans and seek funding for capacity building initiatives within the Kitsumkalum First Nation
- Write grants to support fisheries and environmental research
- Execute studies of fisheries and environmental research projects
- Assist with fisheries related studies and monitoring programs in support of Kitsumkalum's Consultation and Referrals Department
- Present and provide technical advice on fisheries initiatives and opportunities to the Chief and Council as well as associated umbrella organizations/committees for the preservation of resources and habitat
- Serve on the Joint Fisheries Committee and liaise with the Department of Fisheries and Oceans
- Provide technical direction and guidance for fisheries related initiatives in the field

### REQUIREMENTS:

- Minimum Bachelor of Science in Fisheries and Aquaculture or related discipline. Masters of Science preferred
- Excellent written and oral communication skills
- Ability to work on a team and manage team members
- Willingness to occasionally work atypical hours (e.g., >8 hr days, weekends, holidays)
- Must be comfortable working in and around rivers, streams, and the ocean
- A reliable vehicle and a valid Driver's License

### ASSETS:

The ideal candidate will also possess the following assets:

- A love of the outdoors and fishing, particularly in northern BC
- Hands-on experience managing/working with First Nations Fisheries Operations
- Past experience working on Pacific salmonid research projects
- Familiarity with issues related to the Skeena River, coastal BC, and lakes in northern BC including within the Kitsumkalum territory
- Knowledge of the Aboriginal Fisheries Strategy (AFS) and AFS Comprehensive Fisheries Plans

---

## KITSUMKALUM INDIAN BAND

P.O. Box 544  
Terrace, BC  
V8G 4B5 • Phone: 250-635-6177 • Fax: 250-635-4622



- 
- Experience coordinating numerous initiatives/projects (e.g. presenting at workshops/conferences, developing and overseeing the work plans, field work, writing technical reports and preparing budgets)
  - Prior experience working with the Department of Fisheries and Oceans and/or other First Nation's fisheries operations
  - Proficiency in the Microsoft Office suite of applications (e.g., Word, Excel, PowerPoint)
  - Certification in First Aid Level 1, and Transportation Endorsement, Swiftwater Rescue, Safety Certification, Jet Boat Operation and Small Vessel Operator Proficiency (SVOP)/Marine Emergency Duties (MED A3)
- 

Term: 40 hrs/week with flexible work hours (e.g. some evenings and weekends)

Salary Range: Salary commensurate with skills and experience

Application Procedures: Please send a cover letter and CV or résumé to:

[Steven W. Roberts, Band Manager](#)

Kitsumkalum Indian Band

P.O. Box 544, Terrace, BC V8G 4B5

Email: [sroberts@kitsumkalum.bc.ca](mailto:sroberts@kitsumkalum.bc.ca)

Fax: 250-635-4622

Competition will be kept open until position is filled

*Thank you for your interest, only those short-listed will be contacted*