

Halalt First Nation Biologist Job Description



Position Title:	Biologist
Reports To:	Natural Resources Department Manager
Closing Date:	Sept. 3 2024

Position

Halalt First Nation (HFN)'s Natural Resources Department is seeking a full-time Biologist to support the Nation's participation in the Salish Sea Initiative, freshwater stock assessment, and related projects within its traditional territory.

HFN is a small indigenous community near Chemainus, BC, with a traditional territory encompassing mid-Vancouver Island, the Salish Sea, and the Fraser River area. HFN and its staff work closely with other Quw'utsun Nation communities (Cowichan Tribes, Penelakut Tribe, Lyackson First Nation, Stz'uminus First Nation) to develop, coordinate, and implement regionally-important environmental monitoring and stewardship programs.

The Biologist will support the development and implementation of monitoring and restoration activities in the Chemainus River estuary and assist with other environmental monitoring and restoration efforts within HFN traditional territory. Responsibilities will include program planning/development, field survey implementation, meeting participation, communication with leadership, technician supervision, and community engagement. The ideal candidate will have prior experience leading complex biological projects in aquatic (freshwater, estuarine, and marine) environments, experience working with indigenous communities, and the ability to work independently and as part of a team. Preference will be given to Indigenous candidates.

Key Duties and Responsibilities

- Support HFN in the development and implementation of monitoring plans for water quality, bivalve/shellfish populations, terrestrial and aquatic plants and fish populations in marine, estuarine, and riverine environments;
- Develop and manage funding proposals and budgets;
- Work with First Nations and other levels of government on collaborative program implementation;
- Develop and manage subcontracts and contractors;
- Operate and maintain vessels, monitoring equipment (e.g., traps, sonar units), and vehicles in support of field programs;
- Assist with technician supervision, training, and coordination;
- Represent HFN at symposia, meetings, conferences;
- Assist with community meetings, elder and youth engagement initiatives, interviews, and outreach;
- Assist in responding to inquiries from membership related to Departmental programs.

Reporting/Communication Expectations

- Complete program (monthly, annual) and technical reports;
- Communicate and coordinate with Department Manager and other HFN staff on program implementation/progress;
- Report activities at community and staff meetings, as needed.

Education

- BSc in environmental sciences, oceanography, biology, fisheries management, or a related field (required);

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- MSc in environmental sciences, geography, oceanography, biology, fisheries management, or a related field (preferred).

Experience

- A minimum of 3 – 5 years' experience conducting fisheries and aquatics-focused surveys; relevant, graduate-level training may be considered in the evaluation of experience;
- Proficiency in technical report preparation, including data analysis using statistical programs (e.g., R); mapping using GIS technology is an asset;
- Experience in the development and management of funding proposals, budgets, and work plans;
- Experience operating boats of various sizes is an asset.
- Demonstrated ability to work with multiple knowledge types, with a cultural understanding for working with traditional knowledge holders and Indigenous communities is an asset.

Skills, Abilities and Personal Attributes

- Excellent communication skills;
- Collaborative, team player with the ability to establish and maintain effective, professional, working relationships;
- Able to prioritize and complete tasks in a timely manner;
- Class 5 driver's license;
- Enthusiastic, self-motivated, team-player;
- Indicate if you have any of the following certifications in your application: Swiftwater Rescue Technician, Electrofishing Certificate, Small Vessel Operator Proficiency (SVOP), Small Domestic Vessel Basic Safety (MED A3), first aid (STCW 95 or OFA), Restricted Operator Certificate-Marine (ROC-M).

Work Conditions

This position will be both field and office-based. The Biologist may be required to work in adverse weather, demonstrate flexibility with work hours, including work on weekends, evenings and holidays, in support of field program implementation. Occasional travel may be required to attend meetings.

Position Terms

- Full-time; 35 hours per week;
- Anticipated schedule is Monday-Friday, 8am-4pm; some flexibility is required depending on program operations;
- Compensation: \$70,000 – \$80,000/year (dependent on education and experience); a comprehensive benefits package, including extended health benefits, EAP, and employer RRSP match, is available following the successful completion of a 90-day probationary period.

If you are interested in this position, please send your resume, cover letter, and the contact information of two references to: melissa.evans@halalt.org *Note - applications received without a cover letter will not be considered.*