

# **Shuswap Nation Tribal Council**

## **JOB POSTING**

**Position:** Fisheries Technician (term position)

**Department:** Secwépemc Fisheries Commission

**Reporting to:** Fisheries Director

**SNTC Wage Level:** 7

**Internal and External Posting**

### **POSITION PROFILE**

The Fisheries Technician is responsible for assisting the Director of Fisheries and other SFC staff with various projects such as salmon stock assessment, fish habitat assessment and restoration, hydrometric monitoring, catch surveying, communications and education. Duties will include assistance with project planning, data collection, project monitoring, data compilation, administration and reporting.

### **QUALIFICATIONS**

#### **Education and Experience Requirements:**

- Bachelor's Degree or technical diploma in fisheries sciences/management, biological sciences, or related field; OR
- Secondary School graduation or equivalent, and a minimum of 5 years working experience in fisheries sciences/management, biological sciences, or related field.

#### **Preference May be Given to Applicants With:**

- Experience in fisheries sciences/management, biological sciences, or related field.
- Candidates with a professional designation (e.g. RPBio, RBTech, PAg), or eligibility to obtain a professional designation.
- Understanding of Secwépemc culture, history, and traditions.
- Experience working with First Nations and/or other interested parties in fisheries sciences/management, biological sciences, or related field.
- Possession of additional certifications or completed courses in fisheries-related subjects.
- Experience with a variety of fisheries field techniques and equipment, including experience working from and/or operation of watercrafts.
- Experience writing scientific technical reports.
- Proven ability to communicate effectively both verbally and in writing, thrive in a dynamic environment, multitask efficiently, work independently, and demonstrate excellent problem-solving abilities.
- Proficient in using various computer applications and software, including Microsoft Office Suite, web browsers, and basic troubleshooting.

#### **Conditions of Employment & Willingness Statements:**

- Must possess and maintain a valid driver's licence.
- Must be eligible to work in Canada.
- Must be physically able to carry equipment and supplies in difficult terrain.

- Willingness to conduct field work in all weather conditions and environments. This may include working flexible hours including overtime and travel to remote areas by vehicle, boat, air or foot.
- Willingness to meet safety standards under the Canada Labour Code.

**Standards of Service:**

- Performs all duties and responsibilities in accordance with the Shuswap Nation Tribal Council policies, standards, and procedures, and as directed by the Director of Fisheries.
- Maintains confidentiality of professionally acquired information.
- Provides service in a non-judgmental and culturally sensitive manner.
- Is accessible, accountable, cordial, and responsive in all manner of communications for the SNTC.
- Presents themselves professionally in the workplace and when conducting business for the SNTC; represents the SNTC with professionalism and integrity.

**SPECIFIC RESPONSIBILITIES**

**Stock Assessment Projects:**

- Conducts pre-project crew orientation sessions as required.
- Conducts project site visits to assist in quality assurance and quality control for band projects as required.
- Assists with electronic counter and sonar data downloads and analysis as required.
- Maintains stock assessment databases as required.

**Fish Habitat Restoration Projects:**

- Assists with project delivery as required (e.g., administration, staffing, materials and equipment needs, quality control monitoring, scheduling, reporting, budget adherence).
- Assists with and/or conducts pre- and post-project site assessments.
- Provides general technical advice and recommendations on fish habitat restoration project-related issues.

**Hydrometric Monitoring Projects:**

- Assists with collecting and compiling water flow and temperature data in drought-sensitive streams as required.
- Assists with emergency drought response initiatives such as salvaging stranded fry and confining water flows into deeper channels to ease fish migration.

**Catch Surveying Projects:**

- Assists with updating work plans, conducting orientations, and compiling weekly data provided by community catch surveyors.
- Assists with weekly data transfer to DFO and finalizes data post-season
- Recovers the heads from harvested CWT-marked salmon for storage and submission to DFO.

**Communications and Education Projects:**

- Provides on-the-job training and education to Secwépemc community technicians as required.
- Assists with communications, outreach and educational activities as required.

**Reports:**

- Verbal Reports
  - Provides informational presentations to SFC Steering Committee and/or Band Councils as required.
  - Provides summary updates and progress reports at SFC and SNTC staff meetings as required.
  - Provides presentations at workshops, conferences, and public forums, as required.
  - Provides presentations at public education events as required.
- Written Reports
  - Prepares narrative and financial reports for incorporation into SFC annual program reports as required;
  - Provides articles for SFC public relations materials as required.
  - Provides technical reports to funding agencies and/or clients as required.

**Other:**

- Performs other duties and responsibilities as necessary in the performance of the position and as assigned by the Director of Fisheries.

**TERMS OF EMPLOYMENT:**

- Full-time term position (upon hiring Oct. 21, 2024 to Mar. 31, 2025).
- Regular hours of work are 7 hours per day, 35 hours per week.
- Job location: Secwepemc Fisheries Commission Office (Kamloops).

**CLOSING DATE:**

We invite applications consisting of a cover letter and a resume with names of three references to be submitted to the Shuswap Nation Tribal Council.

Apply by Oct 4, 2024 (Friday) at noon (PST).

Attention: Murray Ross  
Secwepemc Fisheries Commission  
c/o Shuswap Nation Tribal Council  
680 Athabasca Street West  
Kamloops, BC, V2H 1C4  
Email: [sfcinfo@shuswapnation.org](mailto:sfcinfo@shuswapnation.org)

*This job posting may remain open until a qualified candidate has been hired. SNTC hires based on merit and is committed to employment equity. We encourage all qualified persons to apply, however, in accordance with the SNTC Human Resources Policy and pursuant to the BC Human Rights Code, the first priority may be to hire qualified persons of Secwepemc ancestry.*

*Shuswap Nation Tribal Council thanks all applicants for their interest, however, only those selected for an interview will be contacted.*