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Musqueam
Indian Band



Manager, Fisheries and Environmental Stewardship

(Vancouver, BC)

On behalf of our client, Musqueam Indian Band, we are actively seeking a Manager, Fisheries and Environmental Stewardship to join their team! The Musqueam people are traditional speakers of hə́nqəminə́m and constitute a robust and growing community boasting over 1,300 members. Their community is situated on a small portion of their ancestral lands, known as the Musqueam Indian Reserve, located to the south of Marine Drive near the Fraser River's mouth. The name "Musqueam" is intricately tied to the River Plant, known as məθk^wəy. Passed down through generations, there is a compelling story that explains how they have come to be recognized as the x^wməθk^wəyəm (Musqueam) - People of the River Plant. Historically, they have moved within their territory, harnessing its abundant fishing, hunting, trapping, and gathering resources. They have maintained their cultural distinctiveness and resilience despite enduring challenges posed by residential schools, colonial laws that sought to suppress their ceremonies, and other attempts at assimilation. Today, their lands and waters serve as the bedrock of their cultural and economic practices, carrying within them the repository of knowledge and memory intricately intertwined with their teachings and laws. To delve deeper into Musqueam's rich heritage and culture, we invite you to visit their official website at www.musqueam.bc.ca.

The Manager, Fisheries and Environmental Stewardship is responsible for managing, coordinating, and operational directing the Musqueam Indian Band's Fisheries and Environmental Stewardship Department. The Manager reports to the Chief Administrative Officer on departmental issues related to the management of the Department and its staff. The Manager ensures that the Department's administrative practices are consistent with the Musqueam Indian Band administrative policies. The Manager of Fisheries and Environmental Stewardship must implement policies and procedures directed by negotiations as per the administration's direction. This position is responsible for developing an annual departmental budget, administrating expenditures, providing financial status reports to the Fisheries Commission and Title and Rights Committee, and fulfilling reporting requirements for contract agreements.

The Manager will also oversee the Department's budget and administrative operational matters and work in collaboration with the Musqueam Fisheries Commission and Title and Rights Committee. This position assists the Musqueam Fisheries Commission in protecting Musqueam Aboriginal Rights to fish and manage its wildlife resources within the Musqueam traditional territory and the water (non-fisheries), land and environment program within Musqueam's Traditional Territory. The Manager advises the Musqueam Fisheries Commission on strategic issues related to the various fisheries and habitat management and represents the Musqueam Fisheries Commission at meetings and discussions with other governments and their agencies with community boards, the fishing industry, and the media. Further, this role focuses on the protection, enhancement and restoration of the ecosystem, habitat and other stewardship initiatives. The manager develops and maintains relationships across government and non-government institutions and organizations that impact Musqueam stewardship initiatives.



Responsibilities:

- Leads the implementation of the Musqueam Environmental Management Plans (EMPs), including drafting laws deemed necessary by the EMP, environmental assessments, land use controls, sustainability initiatives, and environmental aspects of day-to-day on-reserve operations
- Manages all aspects of environmental management on-reserve, including resource extraction, pollution reduction, waste management, development controls, environmental health, risk assessments, and remediation of contaminated sites
- Provides advice and technical information to the Council and Fisheries Commission to assist in the development of programs and/or policies required to address various fisheries issues.
- Develop and implement operational work plans related to the goals and objectives of the Musqueam Fisheries Commission and the Musqueam Indian Band. Reports to the Commission the status of the Department towards the assigned goals.
- Review development applications and prepare summaries for the Chief & Council as required. Deliver environmental status reports and recommendations to the Chief & Council.
- Oversees compliance and monitoring of environmental legislation
- Manages pollution control, pollution prevention, recycling programs, or other EMP components
- Manages the issuance of permits, which the Environmental Technicians/Monitors may prepare
- Manages and implements Musqueam's Collaboration Management Agreement with the Province of British Columbia
- Manages enforcement, mediation, prosecution, and adjudication actions
- Incorporates relevant aspects of Musqueam's environmental laws, policies, and best management practices into Musqueam operations
- Develops environmental awareness initiatives for community members and political leaders
- Assesses and implement improvements to Musqueam's EMP
- Provides environmental input to the development and amendment to other areas of Musqueam administration i.e., land use plans, land code, self-governance, etc. and regulatory bylaws
- Provides overall direct and operational management to staff and ensures the daily operations within the Department are accountable and run smoothly and efficiently.
- Is proactive in representing the department internally and externally on matters that relate to area of responsibility and enhancement of the environment.
- Maintains and manages all Department budgets, administration, reporting, purchasing, insurance, inventory and records.
- Manages Department staff and independent consultants/contractors. Ensures that departmental administrative activities comply with administrative policies.



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- Prepares and manages the Department budget. Ensures that departmental expenditures comply with the approved budget.
- Develops and maintains effective working relationships with colleagues and outside governments, agencies, boards, industry, and media.
- Organizes and facilitates community consultations and workshops.
- Manage and negotiate for continuing and emerging agreements for both Environmental Stewardship and Fisheries for MIB.
- Manages environmental specialists and/or technicians responsible for conducting technical work, including environmental impact assessments, environmental effects monitoring, habitat assessment, habitat compensation and restoration planning.
- Oversees the management of the "Salish Seas LP" (PICFI) assets inventory and carry out business plan direction. Maintain positive relationships with existing Commercial Fishing Enterprise partners (\$150,000 Annual Budget, ~\$175,000 net revenue)
- Determines the need for consultants/contractors, initiates hiring/selection, and monitors the work of consultants and contractors
- Oversees environmental enhancement initiatives within Musqueam reserve lands and watersheds (Collaboration projects – Government to Government restoration focus 2014-2019 - \$700,000 annual budget)
- Manages the fishery for the Musqueam community, and in order to avoid a conflict or perceived conflict of interest, the Fisheries Manager will not participate in the Musqueam fishery.
- Develop and implements Musqueam Fisheries policies.
- Other related duties as required.

Skills and Qualifications:

- Master's degree in marine biology, ecology, environmental studies or other related natural resources program with a minimum of 7 years' previous experience in environmental field work
- Member in good standing registered with the appropriate professional association (P.Ag., RPBio, etc.)
- 5+ years of management experience preferred
- Experience reporting to an elected Board or Commission would be preferred.
- Knowledge and experience of similar program delivery in the context of Musqueam or First Nations culture and history.
- Knowledge of Provincial and Federal Environmental Legislation and environmental impact assessments.
- Knowledge of the Pacific Integrated Commercial Fishing Initiative (PICFI)



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- Strong understanding of the Integrated Fisheries Management Plan (IFMP)
- Strong negotiating skills of current and emerging agreements.
- Knowledge of federal and provincial department processes.
- Knowledge of DFO.
- Development and operational business planning (Commercial Fishing focus)
- Ability to work in a team environment.
- Ability to collaborate positively with various departments within the organization.
- Ability to plan, organize and deliver an efficient and effective Fisheries Program.
- Ability to develop and operate within annual departmental budgets.
- Ability to develop and deliver reports as required by contracts.
- Ability to use tact and good judgment in dealing with sensitive and complex issues.
- Ability to maintain confidentiality.
- Criminal record check
- Valid Driver's License, ability to drive and provide a licensed vehicle for work purposes.

Please note that this is an in-office role, and the successful candidate must be available during the Fishing Season; therefore, they will not be eligible for vacation during this time or can exercise their aboriginal right to fish. Join the Musqueam team and become an integral part of their community-focused First Nations Government, deeply rooted in the wisdom of their heritage. This role is based out of Musqueam's Administrative Office, which maintains a drug and alcohol-free environment, fosters a welcoming business casual culture, and grants access to a community fitness center and gym. Additionally, employees will enjoy the advantages of a comprehensive group benefits plan and a pension plan. Conveniently situated with ample free parking, picturesque nature trails at UBC, and the tranquillity of the nearby Fraser River, you'll thrive in a dynamic work setting surrounded by diverse shops, restaurants, and services.

If you feel you have the demonstrated background and are interested in learning more about this opportunity, please forward your resume to kam.ketler@clearchoicehr.ca. We thank all candidates for their interest; however, only those selected to move forward will be contacted.
