

EMPLOYMENT OPPORTUNITY



The Confederacy of Mainland Mi'kmaq Department of Aquatic Resources & Fisheries Management (DARFM) Treaty Rights Protected (TRP) Fisheries Coordinator

About The CMM

The Confederacy of Mainland Mi'kmaq (The CMM) is a Tribal Council representing the eight Mi'kmaq communities of mainland Nova Scotia. Our mission is to proactively promote and assist Mi'kmaq communities' initiatives towards self-determination and enhancement of community. The CMM's Department of Aquatic Resources & Fisheries Management (DARFM) is currently looking for a motivated and knowledgeable candidate to fill the role of **Treaty Rights Protected (TRP) Fisheries Coordinator**.

Position Overview

Reporting to the DARFM Manager of Indigenous Fisheries and KMKNO, Fisheries Lead, the **TRP Fisheries Coordinator** will play a crucial role in supporting First Nations in their Treaty Rights Protected (moderate livelihood) fishing activities and development. This position involves coordinating fisheries-related initiatives, facilitating engagement with community members and stakeholders, and promoting sustainable and preservation fishing practices while respecting the Rights and Traditions of First Nations communities. The TRP Mainland/Unama'ki Fisheries Coordinator will serve as a liaison between the Assembly of Nova Scotia Mi'kmaw Chiefs (ANSMC), Mi'kmaq First Nations, CMM, UINR, KMKNO, tribal organizations, government agencies, and other relevant organizations.

Overview of Responsibilities:

- Support the development and implement strategies and action plans to support preservation and sustainable TRP fishing activities for either mainland or Unama'ki Nova Scotia First Nations communities.
- Collaborate with community members, fishers, and First Nations fisheries management to develop and implement fisheries management plans that ensure the long-term viability of fishing resources.
- Provide guidance and support to First Nations fishers regarding regulatory stewardship, authorization, and reporting requirements.
- Establish and maintain positive working relationships with First Nations communities, members, government agencies, non-governmental organizations, and other stakeholders involved in fisheries management and development.
- Promote inclusive and respectful engagement processes that reflect the unique cultural, social, and economic perspectives of First Nations communities.
- Identify training needs and develop capacity-building initiatives to enhance the skills and knowledge of community members involved in fisheries activities.
- Organize workshops, training sessions, and information sharing events to promote best practices in fisheries management, conservation, and sustainable fishing techniques.
- Provide guidance and support to First Nations fishers in accessing funding opportunities, grants, and resources for fisheries-related projects.
- Stay informed about Mi'kmaw TRP practices, federal, provincial, and regional fisheries policies, regulations, and licensing requirements.
- Advocate for the recognition of First Nations rights and the inclusion of Indigenous perspectives in fisheries management policies and decision-making processes.

- Prepare regular reports, summaries, and presentations to communicate progress, challenges, and opportunities related to fisheries development and engagement initiatives.

Position Requirements:

This position is preference to individuals who self-identify as Mi'kmaq

- Post-secondary degree or diploma in management, science, education, or a related field
- and/or
- Two-years of relevant working experience in a related fisheries field
- Experience in the fishing industry, understanding of Mi'kmaq TRP fishing considered an asset.
- Education and/or experience in fisheries, marine studies or related is considered a strong asset.
- Demonstrated knowledge of fisheries management principles, policies, and regulations, particularly within the context of Indigenous fisheries in Canada.
- Understanding of the rights, traditions, and unique cultural perspectives of First Nations communities.
- Familiarity with funding opportunities and grant application processes related to fisheries development projects considered an asset.
- Excellent communication, facilitation, and interpersonal skills to engage and collaborate with diverse stakeholders, including community members, government officials, and industry representatives.
- Strong organizational and project management abilities to coordinate multiple initiatives simultaneously and meet deadlines.
- Proficiency in data analysis, report writing, and presentation skills.
- Strong knowledge of Mi'kmaq culture and communities.
- Excellent organizational ability.
- Proficient computer skills, including Word, Excel, email and using handheld devices..
- Valid driver's license.
- Must be willing to travel by various means and in various weather conditions.
Ability to work irregular work hours, including some overtime and overnight trips.

Why work with us?

The Confederacy of Mainland Mi'kmaq (The CMM) is well known throughout Canada as a professional organization that is committed to providing a pleasant and healthy working environment for all its employees. As an organization, we understand that a great work/life balance is essential to success. As a full-time employee you can expect:

- An atmosphere that is both professional and family oriented.
- Enrollment in the organization's benefits packages on your first day of employment with no waiting period, which includes Health & Dental, and Employee & Family Assistance Program (EFAP).
- Generous amounts of paid time off (Paid Statutory Holidays plus St. Anne's Day and Aboriginal Day, Summer Shutdown (2 weeks), Christmas Shutdown (roughly 2 weeks), plus 1 week of discretionary vacation time (up to 2 weeks with 10 years of service).
- Social Committee, Staff Days, Staff Knowledge Days, etc.

If you would like to join The CMM Family, please see below on how to apply for this position.

Salary/Employment Term:

Salary Range: \$50,000 - \$75,000 per year. This is a Permanent Position (pending successful one-year probationary contract).

Application Deadline: Position Open Until Filled

Submit Cover Letter AND Resume to:

Human Resources
c/o The Confederacy of Mainland Mi'kmaq
PO Box 1590, Truro, Nova Scotia B2N 5V3
Email: HR@cmmns.com

*We are an equal opportunity employer; however, qualified Aboriginal applicants will be given priority in accordance with the Aboriginal Employment Preference Policy of the Canadian Human Rights Commission. **Only those applicants who provide an up-to-date CV along with a cover letter and qualify for an interview will be contacted.** The successful candidate may be required to submit a current criminal record check. **Applicants MUST provide proof of Canadian Citizenship or Permanent Residency.***