

EMPLOYMENT OPPORTUNITY



The Confederacy of Mainland Mi'kmaq

Department of Aquatic Resources and Fisheries Management

Field Technician

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 and Fisheries Management (DARFM) is currently looking for a motivated and knowledgeable candidate to fill the role of **Field Technician**.

Position Overview

Under the direction of the Senior Director of the Department of Aquatic Resources and Fisheries Management, and reporting to the appropriate Program Manager, the River Monitoring Field Technician will be responsible for assisting the River Monitoring Project Lead in conducting field work (in stream and boat based monitoring of marine, estuarine and freshwater regions), helping to track project budgets, writing technical reports and briefs, creating accessible outreach materials, and, when requested, providing field support for other existing projects within the organization.

Overview of Responsibilities:

- Assist with field work (set and retrieve various fishing gear by boat and by foot, assist with electrofishing surveys, measure, assess, and tag fish, deploy and maintain various electronic field gear, and conduct habitat assessments).
- Adhere to safety guidelines while using project equipment; and proactively identify safety concerns and constraints.
- Conduct literature reviews, prepare summaries, and assist with technical report writing.
- Promote scientific capacity within Mi'kmaq First Nations Communities.
- Assist with creating accessible, easy to understand outreach content (social media posts, presentations, newspaper articles, brochures).
- Assist with preparing and submitting scientific research permits and/or amendments and ensuring compliance with federal and provincial regulations and permit conditions.
- Calibrate equipment and prepare fish tagging equipment prior to conducting surveys.
- Liaise and develop working relationships with project team, partners, and external agencies/groups as needed.
- Attend meetings with MCG advisory committee members, project partners, and various federal agencies as required.
- Any other related duties as required and requested by the Executive Director or Senior Director.

Position Requirements:

- Knowledge in the areas of ecology, fish handling/husbandry, fish habitat, and / or biological field methods is an asset.
- Identification and knowledge of marine and freshwater fish species.
- Willing and able to work outdoors in various weather conditions, including winter.

November 8, 2023

- Must have the ability and willingness to perform physically demanding outdoor work in and around water, muddy and tidal conditions, and on/around small boats.
- Must be willing to work flexible hours following a tentative, pre-planned schedule. Field work will occur from April to January, inclusive with a requirement to frequently work outside of normal working hours (8 – 4) due to tide times. January – April will be spent in office working on desktop work such as report writing, data management, and data analysis.
- Knowledge of First Nations culture, history, and current affairs.
- Ability to work independently and as a team.
- Ability to take direction and work unsupervised with a high level of productivity.
- Ability to coordinate many tasks, people, and competing priorities.
- Excellent communication and presentation skills, both verbal and written.
- Proficiency in MS Office suits (Word, Excel, PowerPoint, etc.).
- Post-secondary degree or diploma in biology, environmental sciences, or a related field or relevant working experience in a related field.
- Field work experience from degree / diploma / work / volunteer experience.
- Experience working in or with First Nations communities is considered an asset.
- Experience working in a demanding and fast-paced environment.

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: \$45,000 - \$60,000 per year. This is a Permanent Position (pending successful one-year probationary contract).

Application Deadline: 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.***

November 8, 2023