

EMPLOYMENT OPPORTUNITY



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

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) Stewardship Keeper**.

Position Overview

Reporting to the DARFM Manager of Indigenous Fisheries and KMKNO, Fisheries Lead, the TRP Stewardship Keeper will be responsible for the care and protection of Treaty Rights and the preservation of our traditional species. In the context of compliance and enforcement, a TRP Stewardship Keeper would be responsible for ensuring that TRP harvesters, First Nation(s) or an organization is following the community-based policy and regulations that are in place to protect Treaty Rights, the environment, or other valuable resources.

The role of a TRP Stewardship Keeper is to ensure that community harvesters follow communally developed TRP policies, regulations, and standards that apply to their TRP harvesting activities. They help the Assembly of Nova Scotia Mi'kmaq Chiefs (ANSMC) and First Nation(s) identify and manage risks of noncompliance, both internally and externally. They also coordinate with management and staff to implement and monitor policies and procedures that uphold stewardship. They may also perform audits and have disciplinary measures in place for Communal review of identified stewardship breaches. Their goal is to prevent misconduct and disrespect of traditionally harvested species and communally developed policy.

Overview of Responsibilities:

- Maintain a presence throughout NS on behalf of ANSMC, CMM and UINR
- Conduct monitoring patrols throughout their designated territory (including occasional multi-day trips).
- Wear identified items (name tag/badge/etc.) indicating their role.
- Approach and engage with L'nu fishers, provide information about Livelihood fishing, and offer assistance where necessary.
- Respond to community questions that require immediate attention.
- Monitor and collect data.
- Respond to reports of concern.
- Build relationships with provincial and federal enforcement agency staff.
- Conduct community outreach and education.
- Support the development of a stewardship, monitoring and reporting policy, process and/or First Nations organization.

EDUCATION/CERTIFICATION/EXPERIENCE:

The following qualifications are desired:

- Post-secondary degree or diploma in management, science, education, enforcement, or a related field

- Two-years of relevant working experience in a related field
- Education and experience in the field of scientific research, fisheries monitoring or enforcement
- Experience working in or with First Nation communities.
- Experience working in a fast-paced environment.

Position Requirements:

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

- Experience in the fishing industry.
- In-depth understanding of the issues and challenges facing the development of Mi'kmaq fisheries and rights implementation.
- Strong knowledge of Mi'kmaw culture and communities.
- Education in fisheries, or regulations-based enforcement, marine studies or related is considered a strong asset.
- Strong verbal communication skills; to be able to interact with members and other resource users in a polite and positive manner.
- Excellent organizational ability.
- Knowledge of local marine, freshwater, and terrestrial species.
- Prior experience collecting and analyzing data is an asset.
- Demonstrated organizational, interpersonal, analytical skills and problem-solving skills.
- 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.
- Have a successfully completed Criminal record check.
- Fluent Mi'kmaw speaker and writer is an asset.
- Have a valid driver's license and reliable transportation.
- If all qualifications are equal, preference will be given to persons of Aboriginal ancestry.

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.***