

EMPLOYMENT OPPORTUNITY



The Confederacy of Mainland Mi'kmaq

Department of Aquatic Resources and Fisheries Management

Mi'kmaw Lobster Fishery Bycatch Monitoring 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 **Mi'kmaw Lobster Fishery Bycatch Monitoring Technician**.

Position Overview

Under the direction of the Director of the Department of Aquatic Resources and Fisheries Management, and reporting to the Manager of Indigenous Fisheries, the Lobster Fishery Bycatch Monitoring Technician will be responsible for assisting the Fisheries Biologist/Project Lead by participating in at-sea bycatch monitoring in the commercial lobster fishery. Two positions are available and contingent on funding.

Overview of Responsibilities:

- Participate in at-sea fisheries and scientific monitoring while onboard communal commercial lobster fishing vessels.
- Frequent travel in the southwest Nova Scotia region, including the areas of Digby, Yarmouth, Barrington, Shelburne and Lunenburg.
- Collect and record accurate fisheries and scientific data per Fisheries and Oceans Canada's (DFO) standards, including species identification, measurements of fish, lobsters and crabs, time and date of capture, location of fishing gear, water depth, gear types, and more. This will require animal handling.
- Review and submit field data to the Project Lead in a timely manner. There may be opportunities for data entry if of interest.
- Develop working relationships with project team, member community fisheries managers, boat captains and harvesters.
- Calibrate, clean and maintain equipment and gear as needed.
- Adhere to CMM's safety and operations protocols.

Position Requirements:

- The candidate must be Mi'kmaq or Indigenous
- Possess a valid driver's license and a reliable vehicle suitable for frequent travel in Nova Scotia.
- Able and willing to perform physically demanding work (e.g. capable of lifting 50lb items) while onboard vessels in varying sea and weather conditions.

- Able and willing to spend long periods at sea, including during the winter, up to a few consecutive days.
- Able and willing to work irregular hours following a tentative, pre-planned schedule including early mornings, weekdays, evenings, nights, weekends and holidays. The schedule will be subject to changes in weather/sea conditions and fishing activity, sometimes on short notice.
- Detail-oriented and possess strong organizational skills.
- Proficiency in MS Office suites (Word, Excel, Outlook, etc) with typing skills.
- Knowledge of basic math and information collection to meet sampling protocol requirements.
- Strong verbal and written communication skills.
- Able to take direction and work unsupervised with a high level of productivity.

Asset Qualifications:

- Knowledge of or experience with Mi'kmaq fisheries such as communal commercial, Food, Social and Ceremonial (FSC) or Treaty Rights Protected (TRP).
- Previous experience working at sea.
- Previous experience working within the fishery sector or with biological data collection.
- Experience working in or with First Nations communities.
- Education in biology, environmental sciences or a related field.

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: \$26 - \$37 per hour. This is a 6-month Contract Position (October 2025 – March 2026).

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.***