

# EMPLOYMENT OPPORTUNITY



## The Confederacy of Mainland Mi'kmaq

### Department of Aquatic Resources and Fisheries Management

#### TRP Engagement Facilitator

##### 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 **TRP Engagement Facilitator**.

##### Position Overview

The TRP Engagement Facilitator plays a central role in building and maintaining ongoing trust, communication, and consensus between Mi'kmaq harvesters, leadership, and fisheries governance structures. Reporting to the TRP Assistant Fisheries Manager, the Facilitator is responsible for sustaining continuous engagement with community members, gathering feedback on fisheries implementation, and ensuring harvesters remain informed, supported, and actively involved in the Treaty Rights Protected fishery.

This position is essential to fostering harvester buy-in and upholding Netukulimk-based management approaches rooted in Mi'kmaw values, conservation, and community vision.

##### Overview of Responsibilities:

- Conduct regular meetings, gatherings, and one-on-one conversations with harvesters and community members.
- Facilitate meaningful discussions to ensure harvester input shapes fisheries planning, compliance policies, and conservation decisions.
- Maintain an open-door presence within the community and be regularly accessible to fishers throughout the fishing season and off-season.
- Build and maintain consensus among community harvesters and leadership regarding key elements of the TRP fishery.
- Assist harvesters in understanding their roles and responsibilities under TRP authorizations.
- Share updates on management plans, catch monitoring, gear use, and fishing protocols.
- Translate technical information into accessible content for harvesters.
- Distribute newsletters, bulletins, and verbal updates regarding TRP developments and changes.
- Host and support education sessions on rights-based fishing, safety, and conservation principles.
- Record feedback, concerns, and suggestions from harvesters and submit regular engagement reports.
- Work with the Data Analyst to integrate harvester input into adaptive management processes.
- Promote the principles of Netukulimk and Mi'kmaw stewardship.

- Encourage intergenerational knowledge sharing and participation from youth and Elders.
- Represent the community and fishery with professionalism and cultural integrity.

**Position Requirements:**

- Deep understanding of Mi'kmaq culture, values, and the Treaty Rights Protected fishery.
- Strong communication and interpersonal skills.
- Experience in community engagement or organizing, preferably within Mi'kmaq communities.
- Ability to mediate discussions and encourage collaborative participation.
- Dependable and self-motivated with strong organizational skills.
- Knowledge of fisheries, conservation, or natural resource management is an asset.
- Valid driver's license and access to transportation. territory is required.
- Frequent travel within assigned community or territory is required.
- Evening and weekend availability will be necessary to accommodate fisher schedules.
- Community-facing, hands-on role with a focus on relationship building and trust.

**EDUCATION/CERTIFICATION/EXPERIENCE:**

The following qualifications are desired:

- Post-secondary degree or diploma in management, science, education, enforcement or a related field and/or two-years of relevant experience in a related field.
- Education and experience in the field of scientific research, fisheries monitoring or enforcement

**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 - \$60,000 per year. This is a one-year probationary contract with opportunity for renewal.

**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](mailto: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.***