

EMPLOYMENT OPPORTUNITY



The Confederacy of Mainland Mi'kmaq

Department of Aquatic Resources and Fisheries Management

TRP Fisheries Monitor

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 Fisheries Monitor**.

Position Overview

The TRP Monitor plays a supportive and complementary role within the Treaty Rights Protected (TRP) compliance framework. Reporting to the TRP Senior Enforcement Officer and working closely with Compliance Officers, the Monitor assists in field-based monitoring, data collection, and engagement with harvesters to ensure transparent and respectful implementation of community-based fisheries rules. This position reinforces Mi'kmaq-led stewardship and contributes to the protection of Treaty Rights and marine resources through visibility, consistency, and trust-building.

The TRP Monitor may occasionally be required to work evenings and weekends to accommodate activities such as meetings, program delivery, or representing CMM at public events

Overview of Responsibilities:

- Assist Compliance Officers in patrolling designated fishing areas (land and water-based).
- Observe, record, and verify adherence to TRP authorization terms and harvest practices.
- Collect and log catch data, gear use, and vessel observations.
- Document observations using approved forms, digital tools, or mobile devices.
- Submit timely and accurate reports to the Senior Enforcement Officer.
- Serve as a respectful point of contact for harvesters to ask questions or raise concerns.
- Reinforce key messages about community fishing policies, safety practices, and conservation expectations.
- De-escalate tension when possible and refer more complex issues to Compliance Officers.
- Prepare and maintain monitoring gear, logbooks, and safety equipment.
- Follow protocols for personal and harvester safety in all weather conditions.
- Identify and report any observed risks or concerns related to fishing activity.
- Coordinate daily with Compliance Officers for patrol schedules and site coverage.
- Provide backup support during compliance interactions, data entry, or logistical tasks.
- Participate in team briefings, debriefings, and training exercises.

Position Requirements:

- Strong awareness of Mi'kmaq rights-based fisheries and Netukulimk values.
- Comfortable working in outdoor, on-the-water settings and interacting with the community.
- Reliable, detail-oriented, and capable of following protocols.
- Basic knowledge of fishing gear and vessel types.
- Respectful communicator with a calm and supportive demeanor.
- Valid driver's license and access to transportation.
- Boating certification and/or willingness to complete safety training.
- Field-based with frequent outdoor and coastal travel.
- Shift work including early mornings, evenings, and weekends during peak seasons.
- Team-based operations with a focus on presence, observation, and community respect.
- Understanding of Mi'kmaq language and cultural knowledge.
- Experience working in First Nations communities.
- Prior participation in fisheries monitoring or environmental stewardship roles.

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 working 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: \$60,000 - \$70,000 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

*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.***