



EMPLOYMENT OPPORTUNITY

CAPTAIN OF A COMMERCIAL FISHING VESSEL (LOBSTER ET ALL) LFA 33

POSITION TITLE	Captain of a Commercial Fishing Vessel (Lobster et all)
DEPARTMENT	Kespuwick Resources Inc.
SALARY	Share
TERM	Seasonal/Full-Time
LOCATION	LFA 33
ESTIMATED START DATE	September 2026

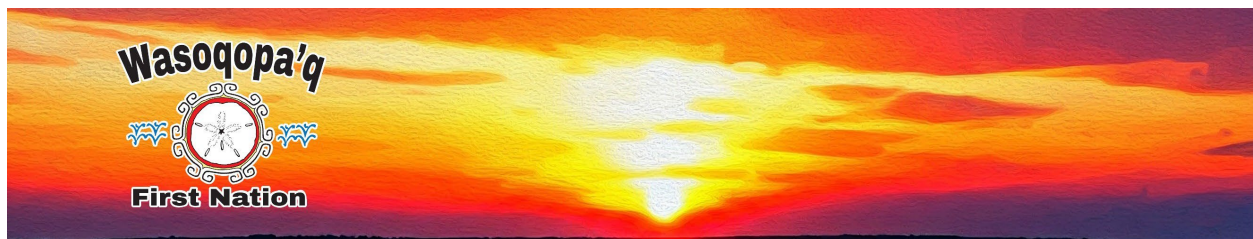
Wasoqopa'q First Nation Kespuwick Resources Inc., was founded, developed and incorporated in September of 2011. Kespuwick Resources is an established right based harvest fishery operating within the Atlantic Maritimes region. Operations span from Yarmouth to Lunenburg Counties, with main onshore facilities and assets located in Yarmouth. Kespuwick Resources hold access to 46 harvesting licenses, with a focus on lobster, in Lobster Fishing Areas (LFA) 33 and 34 in addition to Atlantic blue fin, tuna, snow crab, scallops, gaspereau and swordfish.

POSITION OVERVIEW AND OBJECTIVE

Kespuwick Resources Inc. is currently recruiting for a Captain of a Commercial Fishing Vessel, for LFA 33, reporting to the Director of Fisheries, responsible for the overall navigation, management, and operation of a Kespuwick Resources Inc. owned commercial fishing vessel that ensures safe and successful fishing activities. The captain is also responsible to ensure that the crew is safe, maximize the time on the water, as applicable, and is aligned with all catch quotas and other requirements.

ESSENTIAL FUNCTIONS AND DUTIES

- Manages overall fishing operations of the vessel, including environmental conditions for safe vessel operation, location, duration, landings, supervising and assisting crew members
- Hires, trains and manages crew members, setting expectations and targets and addressing performance issues and or conflict
- Adheres to all sustainable fisheries program practices
- Assists, coordinates and oversees all fishing vessel activities including overall operation of the vessel, loading and unloading, general repair and maintenance in accordance with the Fleet Maintenance Repair Program
- Works with other crew members to move, hoist, and position loads
- Schedules and conducts routine inspections of the vessel's gear and equipment for continued safe operation
- Prepares and has readily available all landing and safety reports
- Maintains information on all gear and equipment assigned to the vessel by Kespuwick Resources Inc.
- Maintains an inventory of supplies necessary for the regular and safe operation of the vessel
- Coordinates the storage of gear and equipment, when not in use
- Completes and sustains fishing vessel logbooks daily in accordance with Kespuwick Resources Inc. and Fish Safe Nova Scotia guidelines
- Reports on a regular basis to Director of Fisheries on all aspects of fishing vessel operations and reporting



- Implements and adheres to all Occupational Health and Safety procedures and safe boating practices
 - Ensures all health, medical and safety needs of the crew are attended to and documented
 - Records and reports all Occupational Health & Safety concerns and or incidents
 - Adhere to all Wasoqopa'q First Nation (WFN) Policies, Procedures and necessary procedures, as required
 - Other duties, training and activities related to the position of the Captain, as required
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QUALIFICATIONS

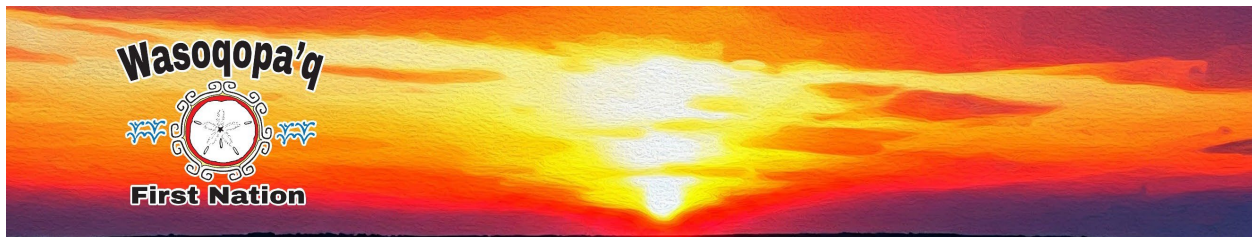
- High school diploma (GED or equivalent will also be accepted)
- MED A1 – Basic Safety Marine course certification
- Advanced First Aid and CPR Certification
- Fishing Master-Class IV Certification
- Restricted Operator Certificate - Marine Commercial
- Ability to read navigational electronic devices
- Completion of certification to operate a fishing vessel as captain
- Minimum 2 years of experience working on a commercial vessel
- Knowledge and experience working in a Mi'kmaq community is considered an asset
- An understanding of Mi'kmaq culture and traditions is considered an asset
- First Aid CPR, WHMIS and OHS are considered an asset
- Criminal Record Check required

REQUIRED ABILITIES, SKILLS AND COMPETENCIES

- Ability to establish and maintain effective working relationships with Kespuwick Resources staff and crew members
 - Strong leadership skills and ability to communicate effectively
 - Strong stress management skills, ability to deal with unpredictable weather conditions, slack tide, shortage of crew, and unstable vessel, etc.
 - Excellent critical thinking and problem-solving abilities, ability to solve unique situations and problems
 - Good physical condition and manual dexterity, ability to lift heavy equipment and quickly move hands and arms to grasp, manipulate, or assemble objects
 - A commitment to fostering, cultivating, and preserving a culture of diversity, equity and inclusion
 - Ability to pay attention to small details and quickly detect errors
 - A commitment to fostering, cultivating, and preserving a culture of diversity, equity and inclusion
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WORKING CONDITIONS

- During fishing season, the boat will be on the water every day when the weather is acceptable
- Hours of work are determined by the captain, balanced with weather conditions and safety
- A typical working environment for this job is in all-weather conditions and slack tide
 - Required to endure harsh weather conditions while performing work duties
 - There may be instances of working at sea in poor weather conditions such as rain, heavy winds, snow and freezing temperatures
 - Due to the distance which the boats will be required to travel long hours (and or days) will be required
- Upon returning to port the boats will be required to be unloaded by all of the crew members



- Intense physical labour is required, lifting, carrying, climbing, balancing, bending, pulling, and handling materials and fishing equipment of at least 100 lb may be required frequently
- Standing for an extended time can occur

APPLICATION REQUIREMENTS

Submit Cover Letter and Resume to resumes@wasoqopaq.ca **Please quote CAPTAINCFV# on your cover letter and indicate your salary expectations for this position.

WFN appreciates the interest of all applicants, only those selected for an interview will be contacted. WFN does not assume candidate expenses related to this recruitment process.

In accordance with the Aboriginal Employment Preference Policy of the Canadian Human Rights Commission, if all qualifications are equal, preference will be given to persons of Aboriginal ancestry and if a Wasoqopa'q First Nation Band member.

DEADLINE TO APPLY

Deadline to Apply: July 24, 2026

Wasoqopa'q First Nation is committed to fostering a safe workplace that provides an equitable, diverse and inclusive environment, where employees are treated professionally and with dignity and respect. We value the contributions that each person brings, and are committed to ensuring equal opportunity and participation as part of the WFN team.

We are a community. We make a difference.