SIPEKNE'KATIK
522 Church Street
Indian Brook, NS
B0N 2H0
Tel: 902.758.2049
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Career Opportunity
Deck Hand
(Seasonal)

Closing:
November 17, 2026

Anticipated Start Date:
As Soon As Possible

Salary Range:
12% of Catch

General Description
Reporting to the Captain and supporting the Commercial Fisheries Manager's operational objectives, the Deck Hand contributes directly to the success of the community's Communal Commercial lobster fishery. This role is responsible for assisting in fishing operations, maintaining vessel cleanliness and readiness, handling catch and gear safely, and supporting efficient deck procedures during harvesting activities.

The Deck Hand helps uphold safety standards onboard, ensures compliance with responsible fishing practices, and works collaboratively with crew members to support productive and sustainable fishing operations. This position requires dependability, physical stamina, teamwork, and a commitment to protecting both crew safety and fishery resources.

Responsibilities
Fishing Operations & Vessel Management 60%
- Assist with hauling, setting and resetting lobster traps
- Bait traps and prepare gear for deployment
- Sort, measure and band lobster according to regulations
- Maintain quality and control of catch (handling, storage, icing if required)
- Clear and organize the deck to ensure safe and efficient operations

Vessel Maintenance & Gear Care 15%
- Clean and maintain vessel, deck and work areas daily
- Assist with minor repairs to fishing gear (traps, line and buoys)
- Ensure equipment is stored properly and ready for use
- Report damaged or unsafe equipment to the captain
- Assist with fueling and basic vessel upkeep

Compliance & Reporting support 5%
- Assist Captain with catch counts and basic record-keeping
- Follow all fisheries regulations (size limits, handling, practices, etc.)
- Ensure proper handling of regulated species and bycatch
- Support accurate reporting by communicating catch details

Teamwork & Crew Support 5%
- Work collaboratively with crew to maintain efficient operations
- Take directions from the captain and senior crew members

- Maintain a respectful and professional attitude onboard
- Support a positive and productive work environment

Qualifications and Experience/Skills

- MED-DVS certified
- Minimum two (2) year experience
- Knowledge of lobster fishing practices, trap handling, baiting hauling and catch sorting
- Ability to safely handle fishing gear, ropes, traps, and deck equipment in a marine environment
- Understanding of onboard safety procedures, emergency response procedures and proper use of PPE
- Strong teamwork and communication skills to work effectively with Captain and crew
- Ability to follow instructions quickly and efficiently during active fishing activities
- Physical strength and stamina to perform repetitive, demanding tasks in weather conditions
- Awareness of marine hazards and ability to maintain focus in high-risk environments
- Basic knowledge of fisheries regulations, catch handling standards, and sustainable harvesting practices
- Ability to identify equipment damage or operational issues and report concerns promptly
- Strong organizational skills to maintain clean, safe, and efficient workspaces onboard
- Dependability, punctuality, and a strong work ethic in team-based setting
- Ability to remain calm and respond effectively during emergencies or changing sea conditions
- Willingness to learn from experienced crew members and develop fishing skills
- Ability to work long hours, including early mornings, evenings, weekends and holidays
- Must be Capable of working in physically demanding conditions involving lifting, pulling and standing for extended periods
- Have a valid driver's license and reliable transportation.
- A Criminal Record check is required.

Working Conditions

- Work is primarily conducted on the water and may occur in various fishing areas throughout Nova Scotia during fishing seasons and operational needs.

Please apply with a resume, cover letter and criminal records check to:
Human Resources Department
Email employmentapplication@sipeknekatik.ca
Mail/drop off: 522 Church Street, Indian Brook, NS B0N 2H0

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. The Band will not assume any expenses related to any job application process, included but not limited to travel, relocation, and application development. Please note certain positions come with mandatory employee benefits.
Only those applicants who qualify for an interview will be contacted.