



**Job Title:** Ahousaht Stewardship Guardian

**Reports To:** Guardian Program Director

**Location:** MHSS Office (564 Campbell Street, Tofino, B.C.); field work required.

**Position Type:** Full-time (32+ hours per week)

### ***About Maaqutusiis Hahoulthee Stewardship Society (MHSS)***

The Maaqutusiis Hahoulthee Stewardship Society (MHSS) was established in 2012 by the ʕaḥuusʔaḥ Hāwiih, Elected Chief & Council, and advisors to ensure that the ʕaḥuusʔaḥ Nation retains control over economic development within the ʕaḥuusʔaḥ haḥuulii. MHSS works to ensure that all development activities benefit the ʕaḥuusʔaḥ people collectively, uphold ʕaḥuusʔaḥ values, foster sustainable economic growth, and align with principles of good business and governance.

As the steward of ʕaḥuusʔaḥ haḥuulii, MHSS is committed to balancing Ahousaht cultural values, ecological integrity, and the social and economic well-being of the ʕaḥuusʔaḥ people. Our responsibilities include:

- Sustainable resource management within the haḥuulii
- Oversight of Own Source Revenue (OSR) to mitigate reductions in federal funding
- Ensuring that economic development is transparent, equitable, and accountable

Guided by the foundational ʕaḥuusʔaḥ principles, we strive to build a future rooted in:

- Iisʔakstaḥ (respecting one another)
- Haaḥuupstaḥ (teaching one another)
- Yaʔakstaḥ (caring for one another)
- Huupiiʔaḥ (helping one another)

MHSS is dedicated to creating opportunities that empower the ʕaḥuusʔaḥ people while preserving the natural and cultural heritage of ʕaḥuusʔaḥ haḥuulii for generations to come.

### ***What You'll Do***

As an Ahousaht Stewardship Guardian, your role is to steward the Ahousaht Hahoulthee. This includes travelling by boat and on foot throughout the hahoulthee conducting monitoring, enforcement, data collection, trail maintenance, personnel transfers, hiking, planting, digging, beach seining, crab collection, cleaning, repairing, and any other jobs determined by the Hawiih of Ahousaht.



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## ***Key Responsibilities***

- 1. Maintain a respectful and professional presence throughout the Ahousaht Hahoulthee on behalf of the Ahousaht Hereditary Chiefs**
  - a. Travel throughout the territory, both by boat and on foot.
  - b. Act as representatives of the Ahousaht Nation and the Hawiith.
  - c. Provide information about Ahousaht rules, regulations and expectations to visitors and Ahousaht community members using effective communication and conflict resolution techniques.
  - d. Attend vital meetings and information sessions to show MHSS Guardian presence locally and nationally.
- 2. Conduct field research and data collection**
  - a. River/stream walks to count salmon and note river flow/damming, etc
  - b. Assisting Guardian Biologist with field work, including sea lice audits, water sampling, mapping, special projects, etc
  - c. Work with partner organizations to conduct river swims to count salmon, forest density and reforestation projects, brood stock collection for hatchery operations, ocean bottom (benthic) surveys, etc.
  - d. Wildlife monitoring and tracking, invasive species control, following best practises for wildlife viewing
- 3. Monitor and maintain tourism infrastructure**
  - a. Nismaakqin Marine Park boardwalk maintenance and staff transfers
  - b. Hiking trail maintenance and brush clearing/thinning
  - c. Monitor camping sites and engage with visitors to share about our stewardship efforts and expectations
  - d. Preserve culturally important areas and keeping them clear of non-authorized visitors
  - e. Assist visitors with their stewardship contributions
- 4. Community assistance and engagement**
  - a. Support community food security programs
  - b. Participate in traditional fisheries operations
  - c. Assist with events as requested by Hawiith
- 5. Youth engagement**
  - a. Share knowledge and help lift the youth through the important work of the MHSS Guardian's
  - b. Work with Maaqtusiis Elementary and High School programs to encourage youth interest and skill building, etc.

## ***What You Bring - Qualifications***

- **Education:**
  - A combination of community knowledge, lived experience, and/or relevant training will be equally valued



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- o Post-secondary education in natural resource management, environmental science, Indigenous studies, fisheries, or a related field is an asset, but not required
  - o Willingness to complete job-related certifications (e.g., Small Vessel Operator Proficiency (SVOP), Chainsaw Operator course, Swiftwater Rescue, Marine Basic First Aid, SDV-BS, Marine Mammal training, ROC-M) with employer support
  - o Knowledge of Indigenous governance, laws, and stewardship practices is highly valued; opportunities for on-the-job learning will be supported
- **Experience:**
    - o Experience working on the land and water in a coastal environment (e.g., boating, harvesting, monitoring, or guiding) is an asset, but not required
    - o Interest in environmental stewardship, cultural protection, and caring for territory is essential
    - o Previous experience in environmental monitoring, data collection, or resource stewardship (forestry, fisheries, wildlife, or marine use) is an asset; training can be provided
    - o Experience working with the community, Elders, or cultural programs is valued
    - o Familiarity with Guardian, Watchmen, or Indigenous stewardship programs is an asset, but not required
    - o Willingness to learn how to conduct patrols, monitoring, and visitor outreach
    - o Ability and willingness to work in remote settings and in varying weather conditions
- **Skills:**
    - o Knowledge of local territory, culture, and protocols is highly valued; a willingness to learn and deepen this knowledge is essential
    - o Interest in developing boating and navigation skills in coastal waters (training opportunities may be provided)
    - o Strong observation skills and willingness to learn reporting, record-keeping, GPS, and mapping tools
    - o Good communication skills and willingness to engage respectfully with community members, visitors, and partner agencies
    - o Ability to approach situations with respect, patience, and a willingness to learn conflict resolution skills



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- o Physical ability and readiness to participate in fieldwork in rugged and marine environments
- o Ability to work both independently and as part of a team
- o Respect for Indigenous laws, values, and stewardship responsibilities

## ***Who You Are***

You are someone who cares deeply about the lands and waters of the Ahousaht territory, and feels a responsibility to help protect and steward the hahoulthee for future generations. You may bring experience from working on the land or water, or you may be at the beginning of your journey and eager to learn. You are respectful, reliable, and willing to listen—to the Hawiik, Elders, knowledge holders, and community members—and to grow your skills through hands-on experience. You are comfortable working outdoors in coastal environments, adaptable to changing conditions, and committed to upholding Ahousaht's values, laws, and stewardship responsibilities.

## ***What We Offer***

- The opportunity to work in the stunning and ecologically significant ʕaḥuusʔath̓ haḥuulii.
- A meaningful role that contributes to the long-term preservation of Ahousaht culture and natural resources.
- Competitive hourly rate: \$22 to \$25, based on experience.
- Annual vacation.
- Professional development opportunities.

## ***How to Apply***

Please send your resume and cover letter, highlighting your relevant experience and connection to the mission of the Guardian Program, to [ryan@mhssahousaht.ca](mailto:ryan@mhssahousaht.ca). Applications will be reviewed on a rolling basis until the positions are filled.

Preference will be given to qualified Ahousaht FN members.