



huu ayah̓t

ANCIENT SPIRIT, MODERN MIND

Natural Resource Technician Job Posting

Full-time Position: Natural Resources Technician

Location: Anacla Government Office (Bamfield)

Salary: \$43,000.00 - \$51,000.00

Authority Relationship: Reports to the Natural Resources Field Supervisor

Function and Job Summary: The Natural Resources Technician's role is to provide support to the Natural Resources Department and will perform natural resource activities in a responsible and sustainable manner in accordance to the principles of ʔiisaak (Iisaak), Hišuk ma čawak (Hishuk ma tsawak), and ʔuuʔałuk (Uuathluk), and will work to increase community participation in natural resources related activities.

Key Accountabilities:

The Natural Resources Technician is accountable for:

- Field and office work to support good environmental stewardship including fisheries, wildlife and environmental enhancement.
- Working in collaboration with the Lands and Resources team to support sustainable harvest of fisheries, wildlife and plant resources.
- Assists with fisheries assessments such as: domestic fish surveys, swim counts, stream walks and juvenile salmon monitoring.
- Completes work at Sugsaw Hatchery including brood stock catch, egg enumeration, and related duties.
- Operates vessels, vehicles and small operational equipment
- Maintaining confidentiality and neutrality at all times.
- Upholding HFN field and operational safety standards

Job Duties:

- Participates in harvest monitoring activities such as:
 - Water and land-based patrols including phone and in-person interviews
 - Domestic fish and wildlife harvest reporting using the Maa-nulth Electronic Reporting Program (data entry and retrieval).
- Participates in Environmental stewardship projects such as:
 - Marine debris cleanup
 - Invasive species eradication
 - Environmental restoration
 - Contamination and spill response

Office: Anacla Government Office, 170 Nookemus Road, Anacla, B.C., V0R 1B0

Phone: 1.888.644.4555/ 250.728.3414 Fax: 250.728.1222

Mail: Port Alberni Government Office, 4644 Adelaide Street, Port Alberni, B.C., V9Y 6N4 Phone: 250.723.0100 Fax: 250.723.4646



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- Participates in environmental stewardship, assessment, and enhancement including:
 - Fisheries assessment activities such as swim counts, stream walks and juvenile salmon trapping in Huu-ay-aht First Nations watersheds.
 - Salmon rebuilding activities and hatchery operations, including capturing salmon broodstock, smolt rearing, habitat restoration.
 - Terrestrial work including large mammal surveys and invasive species assessment and control
- Assists in operation of the HFN Food Fish Program including:
 - Offload, enumerating and sampling catch
 - Delivery of fresh and frozen fish to major cities
 - Logistical coordination
 - Citizen engagement via phone, email and in-person
 - Data entry & tracking
- Conducts resource harvesting
 - Cedar boughs/bark
 - Seafood: clam, crab, urchin, seaweed, herring roe, herring,
 - Culturally significant plants and animals
- Participated in HFN Watershed Renewal Program Field Activities:
 - Fry outmigration monitoring
 - Beach seining
 - Purse seining
 - Toad survey
 - Wildlife survey
 - Invertebrate survey
- Follows HFN Field Safety Plan and Procedures.
- Prepares written and verbal reports as necessary
- Maintains job-related equipment in good working condition.
- Attends technical meetings and training as directed.
- Other duties as required to achieve organizational goals and operational needs.

Operational Requirements:

- Valid class 5 driver's license.
- Ability to work outdoors and in inclement weather.
- Physically fit and able: ability to hike and swim
- Operates marine vessels as skills and certifications permit.
- Some travel, including overnight and or weekends.
- Willingness and ability to work overtime, including evenings and weekends.
- Successful background checks, including employment verification and reference checks.

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Education and Experience Requirements:

- Demonstrated ability and experience in upholding the HFN Organizational Values: Professionalism, Respect, Health, Effective Communication, Trust, Support.
- Experience in fisheries, wildlife, environmental, and/or forestry related activities.
- Strong customer service orientation.
- Experience working with diverse cultural groups
- Must be reliable, diligent, and accountable
- Genuine care for Huu-ay-aht's lands, resources and citizens
- Ability to contribute to a performance-focused environment in alignment with the HFN's values, culture and strategic goals.

Preferred Qualifications - preference may be given to applicants who have or are willing to obtain:

- First Aid Level 1 with CPR endorsement
- Proficient with computer technology Microsoft applications (Word, Excel, Outlook, Teams)
- Swiftwater Rescue Certification
- Small Vessel Operator Proficiency, Radio Operator, Marine Emergency Duties and Marine Basic First Aid Certificates
- Courses towards or completion of a natural resources-related diploma, such as First Nations' Fisheries Technologist Diploma Program, Resource Management Officer Technology, Forest Resources Technology

We thank all applicants for their interest in this position; however, only those candidates selected for an interview will be contacted. Please email your covering letter & resume to HR@huuayaht.org by fax 250-728-1222. Please quote Natural Resources Technician Job Posting. Closing date for this position is September 26, 2024 at 4:00 pm.

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Vision - *The Huu-ay-aht envision a strong, self-governing, and self-reliant Nation. lisaak will guide us as we work together to foster a safe, healthy, and sustainable community; where our culture, language, spirituality, and economy flourish for all.*

Mission - *As a leader among First Nations, the Huu-ay-aht First Nations will create certainty for its community, generate wealth for financial independence, provide economic opportunities, deliver social, cultural and recreational programs for all Huu-ay-aht.*

Huu-ay-aht First Nations Values

PROFESSIONALISM

- Ethics – be prepared, on time and ready to work
- Ethics – be responsible for the success of your work and others
- Lead by example
- Respect - for confidentiality, yourself, and co-workers
- Work / Life Balance
- Work Smarter - Share your expertise and your successes
- Take pride in your work

RESPECT

- Golden Rule – Treat others how you want to be treated
- Listen actively and attentively to what people are saying and clarify
- Accept people for who they are and do not judge
- Basic Etiquette – remember the common courtesies, kindness & compassion
- lisaak
- Observe protocol and ceremony

HEALTH

- A healthy body, mind and soul through proper diet, sleep, and exercise
- Avoid burning out with a proper work / life balance
- Be positive - always remember to smile and laugh

- Care about each other, ask questions and follow up
- Be appreciative of one another and the work we do

EFFECTIVE COMMUNICATION

- Think twice, speak once
- Make sure your body language is sending the correct message
- Provide responses in a timely manner; acknowledge request and provide timeline
- Listen attentively and clarify

Trust

- Walk the talk - be honest, no gossiping
- Believe the good in everyone not the bad
- Voice your concerns, do not harbor them – clear the air
- Spend more time focusing on what you are supposed to be doing, and less time on what others are or are not doing
- Be happy and enjoy your work life

SUPPORT

- Be available to help and ask for help when needed
- Advocate and help one another
- Provide constructive criticism, not just criticism
- Do not gossip; stop gossip when it occurs
- Clarify and seek feedback from each other

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