



*We invite you to apply for the position of...*

## **AQUATIC BIOLOGIST**

### **LANDS & RESOURCES SECTOR**

### **PERMANENT – FULL TIME POSITION**

#### **POSITION SUMMARY:**

The Aquatic Biologist is responsible for leading aquatic biological research, monitoring and restoration projects, and providing scientific support to the Ktunaxa Nation Council, in our work to steward aquatic ecosystems and to develop community stewardship capacity.

This position operates within the objectives of conserving and restoring fisheries/aquatic resources and ecosystems within the Ktunaxa ʔamakʔis as the foundation for the continued exercise of indigenous fishing and related rights. It participates in the coordination, facilitation and technical support of Ktunaxa Nation initiatives related to conservation and stewardship of aquatic ecosystems.

#### **DUTIES AND RESPONSIBILITIES:**

- Support or spearhead the design, implementation, and management of a diverse range of aquatic biota and habitat studies in the interest of the Ktunaxa Nation. This may include developing proposals for funding, scientific methods, conducting/coordinating field work, statistical analysis, budgets, partnerships with provincial and/or federal agencies, as well as private or public groups. Priority areas include salmon restoration in the Upper Columbia River, conservation/restoration of fish species of concern (e.g., Burbot, White Sturgeon, Westslope Cutthroat Trout, Kokanee, Bull Trout), conservation/restoration of aquatic ecosystem function (All Living Things initiatives);
- Provide timely scientific review and comprehensive comments on documents related to development applications (e.g., environmental assessments, referrals), in collaboration with other KNC staff and consultants, to protect and conserve fisheries and aquatic resources in alignment with Ktunaxa Nation stewardship principles. Conduct data gathering when required;
- Participate in internal and external meetings, including with KNC staff and contractors, partners provincial and federal government, proponents, communities, etc.;
- Maintain accurate records of project review comments, external responses, meetings, project outcomes;
- Negotiate with proponents to implement protection of fisheries and aquatic resources in development proposals;

- As directed, support collaborative efforts, negotiations or consultation/engagement amongst other governments (Indigenous, federal, provincial), industry, and non-government organizations to protect and restore aquatic ecosystems;
- As directed, prepare and deliver briefing notes, technical reports, and recommendations to leadership, communities, or management for information-sharing and supporting decision-making in a governance context;
- Collect, ensure data quality, analyse, and interpret biological, chemical, physical, and statistical data; make prioritized recommendations and report on fish and aquatic ecosystem stewardship initiatives and strategies;
- Where assigned, manage all aspects of project implementation, including resourcing, budgeting, scheduling, reporting, quality management, and day-to-day liaising with KNC staff, contractors, and partners;
- Assist in hiring, training, supervision and supporting professional development of technical staff, as required.
- Perform all duties and responsibilities in accordance with the KNC policies, standards, and procedures, and as directed by KNC leadership and management;
- Maintain confidentiality on all matters relating to the affairs of the Ktunaxa Nation Council;

**Other:**

- Present technical information at KNC meetings, public forums, meetings, and conferences, as they relate to the duties and responsibilities of the Aquatic Biologist. Ensure technical information is presented in suitable language for intended audience;
- Travel for meetings, site tours, and field work;
- Perform other duties and responsibilities as necessary in the performance of the position, as directed.

**QUALIFICATIONS:**

**Academic Preparation**

- Minimum Bachelor of Science Degree in aquatic biology or related discipline;
- Preferred Master of Science Degree or Doctor of Philosophy in aquatic biology or related discipline;
- Registered Professional Biologist (RPBio) or equivalent designation (or eligible for designation within 6 months of employment commencement).

**Required Skills, Knowledge and Experience**

- Minimum of six to eight (6 - 8) years of related work experience (BSc); 3-5 years of related experience (MSc); or 1-2 years of related work experience (PhD);
- Strong fisheries and aquatic biology knowledge; knowledge of life history/biology of anadromous and freshwater salmonids and/or sturgeons, issues related to aquatic resources, toxicology, hydrology, and/or cumulative impacts in Ktunaxa ʔamaʔkis are assets;

- Knowledge of hydroelectric, forestry and/or mining development; experience specific to coal mining is an asset;
- Experience in management of impacts of mines, river regulation and reservoirs on aquatic ecosystems;
- Sampling design and statistical analysis;
- Understanding of provincial and federal Environmental Assessment processes;
- Proven proposal writing and reporting skills;
- Experience coordinating and organizing project activities within a budget;
- Coordination, supervisory and/or mentorship experience with environmental technicians;
- Advanced computer skills in MS Word, Excel and statistical analysis programs;
- Demonstrated ability to proficiently complete the identified job duties/responsibilities.

#### **Other Skills, Knowledge and Experience**

- BC and Canadian regulations related to water quality and aquatic resources;
- Experience working with Indigenous Nations on resource management issues and initiatives;
- Sampling design and statistical analysis;
- Excellent interpersonal skills (facilitation, mediation, negotiation, leadership);
- Ability to communicate complex scientific information to a variety of audiences;
- Excellent oral and written communication skills;
- Must have a valid Driver's License;
- Excellent integrity and professionalism;
- Ability to work independently;
- Ability and commitment to working within a team environment.

*Come with your willingness to learn!*

Please submit your cover letter and resume telling us what attracts you to the position and how your experiences relate.

**Human Resources  
Ktunaxa Nation Council  
PO 7825 Mission Road  
Cranbrook, BC V1C 7E5  
KNC-HR@ktunaxa.org  
Fax: (250) 489-2438**

**CLOSING DATE: February 4<sup>th</sup>, 2019, 8:30 am MST**

For further inquires about the position, please contact Misun Kang; [mkang@ktunaxa.org](mailto:mkang@ktunaxa.org);  
250 489 2464

*We thank those who apply; however, only those selected for an interview will be contacted.*