



Kwakiutl First Nation

Lands & Resources Dept.
Guardian-Fieldworker Labour Pool
Work Descriptions

Candidates would ideally have the following:

- Be in good health and strong enough to spend 10 hours 'walking a river' or conducting CMT cruises
- First aid or other safety training
- Rain gear, appropriate footwear, outdoor clothing
- First-hand field knowledge of local vegetation, animals, birds, salmon and other fish
- Respect the current Covid pandemic safety measures / WorkSafe regulations
- Respectful and professional behaviour and able to work in a diverse work environment
- Knowledge of Kwakiutl history, culture, use
- Ability to assess and take precautions to ensure safety and health of oneself and others within the work environment.

Our Fieldworkers/Guardians may have a wide range of professional experience, training and skills, including, but not limited to:

- Boat operator experience (hours logged under SVOP)
- Fish and wildlife survey experience
- Swift Water Rescue training or experience
- Culturally modified tree (CMT) course and experience
- Drone training or experience
- Driver's license, ATV, 4-wheel drive
- Using field monitoring equipment, data loggers, GPS, tablets
- Experience with computers, data entry, preparing small field reports, and other related administrative tasks
- Water quality measurement/water sampling experience
- Experience with archaeological digs and surveys
- Knowledge of geology, minerals in Kwakwaka'wakw Territory
- Vegetation surveys/identification, invasive plant species
- Other types of environmental, western science surveys (e.g., bird, raptor, bat surveys; ecosystem monitoring; terrestrial or aquatic invertebrates surveys, fish counts, stream surveys)
- Teaching, cultural sharing, youth camps, guiding

- Traditional food harvesting
- Fish escapement surveys, recruitment (counting juveniles/id)
- Monitoring of construction projects, logging, fish farms
- Experience with watershed restoration and rehabilitation
- Knowledge of biology and habitat of different types of Pacific salmon

Candidates who want to be part of the Fieldworker-Guardian labour pool will have to submit either their resume, listing all training/courses, or provide a written expression of interest to our human resources dept. If you are already doing fieldwork with Lands & Resources, you will still have to go through this process. This is so everyone receives fair treatment, and we have a full record of everyone's skills and experience on file. It also helps us get employees on payroll and ensures we have proper insurance and protection for both our fieldworkers and our Nation.

All Fieldworker-Guardians will undergo a vulnerable criminal check as required in the Nation's Personnel Policy. A criminal record does not automatically mean that you will not be permitted to work as one of our Guardians. A positive criminal check will mean that you will need to work with Band staff to determine whether your record is something that will prevent you from being able to work safely with our team. We are committed to supporting our members overcoming challenges they may have faced in the past. If you have concerns or questions, please contact HR at the Band Office.

Our teams will be working in pairs, with, ideally, a Youth and older, more experienced person. We need all of our Fieldworker-Guardians to feel supported and safe! There will be zero tolerance for discrimination or lateral violence of any kind, as well as for being under the influence of drugs or alcohol. Our Fieldworker-Guardians will be expected to adhere to the Nation's Personnel Policy which includes a code of conduct, conflict of interest, confidentiality, ethics and social media policies.

If you have questions about the Fieldworker-Guardian position, please email **Sherri Labour** at: lands-resources@kwakiutl.bc.ca or call: **(250) 949-6012 (x3157)** and leave a message.

If you want to work as a Fieldworker-Guardian, please send your expression of interest (or cover letter & resume if you have one) to Dwayne Worthing at hr@kwakiutl.bc.ca - you can also drop hard copies off at the Band Office if you like. Please also provide a copy to Sherri at L&R.

Gilakas'la!

February 9, 2021