



Citxw Nlaka'pamux Assembly

JOB POSTING

n̄eʔk̄épmx Guardian Program Manager

JOB TITLE:	n̄eʔk̄épmx Guardian Program Manager
DEPARTMENT:	n̄eʔk̄épmx Guardians
REPORTS TO:	Territorial Stewardship Department Manager
TERM:	Full-time, permanent position
START DATE:	As soon as a suitable candidate is found

Citxw Nlaka'pamux Assembly (CNA) was created in 2013 as a powerful and unifying voice for eight Nlaka'pamux Bands regarding the Teck Highland Valley Copper Mine. It is governed by a Board of Directors appointed by the eight Participating Bands. Headquartered in Merritt, BC with a workforce of over 30, CNA provides training and job readiness along with cultural, social, and technical programming to the over 2780 members of the eight Participating Bands.

The n̄eʔk̄épmx Guardian Program Manager will support the C.N.A in the development of the Guardian Program. The program manager is to oversee and run the NLX Guardian program. This role will require someone with strong leadership skills and the ability to mentor and manage staff. The NLX Guardian program is in its initial stages at C.N.A, and this is an exciting time to join our team.

Mandatory Qualifications and Experience

- 1-3 years of professional experience in a managerial or coordinator role
- Good understanding of Indigenous Guardian programs
- Excellent understanding of habitats of plants and animals
- Experience with budgeting and fiscal management, and managing staff
- Technical experience in sampling, monitoring, and research
- Experience coordinating fieldwork and site visits, familiar with Indigenous issues and history in BC
- Familiar with environmental issues
- Ability to work in a team setting, accept responsibility and work to deadlines
- Willingness to travel for up to five days at a time
- A valid BC Driver's License Class 4 or 5

Asset Qualifications

Professional experience with and/or understanding of:

- Geographic Information Systems (GIS) software
- Environmental assessment regulations and practices
- Wilderness safety and survival skills
- Ability to work within a fast-paced, dynamic environment
- Excellent oral and written communication skills, including proposal development
- Exceptional attention to detail and organizational skills
- Fluency with Microsoft Office
- Sound understanding of environmental and compliance monitoring
- Knowledge of the territory
- Self-motivated and can work on own without supervision
- Sound understanding of safety and compliance monitoring

Program Manager Roles and Responsibilities

- Coordinate and champion C.N.A's vision of the NLX Guardian program
- Manage program work plans and budgets
- Coordinate work schedules, regular staff meetings, training, and program logistics (i.e. equipment, travel, and maintenance).
- Develop policies, procedures, and safety protocols, and ensuring they are understood and followed by all members of the team (Guardians)
- Monitor and track project activities, and ensuring accountability of all Guardians
- Perform program administration, including timesheets, purchasing, and financial reporting
- Report to and work in partnership with governance bodies within the communities
- Manage information, data, and analysis
- Other ad hoc duties as directed by the Territorial Stewardship Department Manager.

NLX Guardian Activities

- Actively patrol, monitor and demonstrate a presence on lands and waters
- Integrate local and traditional knowledge to manage and steward lands and waters
- Maintain and promote cultural continuity (youth elder mentorships, on-the-land youth programs, subsistence harvesting, language camps, etc.)
- Monitor, research and collect data on priority issues (i.e. wildlife, climate, contamination, visitor impacts, illegal activity, compliance, etc.)
- Analyze and use data collected to inform and influence management plans and decisions
- Prioritize and conduct ecological restoration work
- Work with the community and general public to ensure that laws, regulations, guidelines, and protocols are understood and followed
- Build relationships with and educate other resource users about key stewardship and management issues
- Advance and uphold Indigenous authority to steward lands and waters
- Emergency response depending on priorities and resources
- Develop community volunteers who are active on the land and water, and who will contribute significantly to the collection of local knowledge and other observations

We will provide training and professional development to support the right candidate. We believe in growth and curiosity. If you have some of these qualities and believe you would be of value to our organization, then we want to hear from you!



Please submit your cover letter and resume to:

Citw Nlaka'pamux Assembly

Subject: "NLX Guardian Manager Application"

Email: HR@cna-trust.ca

In Person: 2025 Granite Ave, Merritt BC

The Citw Nlaka'pamux Assembly is an equal-opportunity employer. We encourage applicants from diverse backgrounds and are committed to building a respectful and inclusive workplace that reflects the community we serve. This position is open to all candidates who meet the qualifications. A hiring preference will apply for qualified candidates of Canadian Indigenous ancestry, with a priority for qualified nłe?kepmx candidates.

We thank all applicants for their interest; however, only applicants selected for an interview will be contacted.

Your application to this posting is deemed to be your consent to the collection, use and necessary disclosure of personal information for the purposes of recruitment. Citw Nlaka'pamux Assembly respects the privacy of all applicants and the confidentiality of personal information.