

Halalt First Nation

Environmental Technician Job Description

Position Title:	Environmental Technician
Reports To:	Program Biologist (biologist@halalt.org)
<p>Background Information:</p> <p>Halalt First Nation (HFN)'s Lands and Resources Department is seeking a full-time Environmental Technician to assist with the Nation's participation in the Salish Sea Initiative and related projects within its traditional territory. HFN is a small indigenous community located near Chemainus, BC, with a traditional territory encompassing mid-Vancouver Island, the Salish Sea, and the Fraser River area. HFN and its staff work closely with other Qu'wut'sun Nation/Hul'q'umi'num communities, including Cowichan Tribes, Penelakut Tribe, Lyackson First Nation, Ts'uubaa-asatx Nation, and Stz'uminus First Nation to develop, coordinate, and implement regionally-important environmental monitoring and stewardship programs.</p> <p>The Environmental Technician will assist with environmental monitoring and restoration efforts within HFN traditional territory, including Cowichan Valley watersheds and neighboring marine and estuarine environments. Responsibilities will include field survey implementation, field equipment operation and maintenance, meeting participation, and community engagement. The ideal candidate will have prior experience working in the field, particularly aquatic (freshwater and marine) environments, experience working with indigenous communities, and the ability to work independently and as part of a team.</p>	
<p>Key Duties and Responsibilities:</p> <ul style="list-style-type: none"> • Assist with field survey implementation, including, but not limited to: eelgrass surveys, beach tending, water quality monitoring, and salmon population monitoring; • Implement environmental restoration work and associated monitoring; • Operate and maintain small water vessels, fish monitoring equipment (e.g., rotary screw traps, sonar units), and vehicles in support of field programs; • Coordinate with other Nations and contractors to facilitate collaborative field program implementation; • Assist with junior technician supervision, training, and coordination; • Organize and archive biological samples including tissue samples, eDNA samples, scales, otoliths, and water samples; coordinate with external laboratories on sample shipment and management; • Reviews sonar echograms and video to generate salmon escapement estimates; • Conduct data entry, database management, QA/QC; • Conduct field- and desktop-based mapping using GPS/GIS; • Occasionally represent HFN at symposiums, meetings, conferences and delegations; • Assist with community meetings, youth engagement initiatives, interviews, and outreach; • Assist in responding to inquiries from membership related to environmental field program implementation. 	
<p>Reporting/Communication Expectations:</p> <ul style="list-style-type: none"> • Regular communication with program biologists and other HFN staff on program implementation/progress; • Daily check-ins (work planning and safety) at the beginning of the work day and check-outs at the end of the work day with the program biologist; • Explaining and reporting activities at community and staff meetings, as needed. 	

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Education:

- Secondary school diploma or an equivalent combination of experience and education.
- Post-secondary diploma and/or degree in environmental sciences, geography, oceanography, biology, fisheries management, or a related field is an asset. Applicants currently enrolled in a post-secondary program will be considered.

Experience:

- Past experience conducting field work, especially fisheries and aquatics-focused surveys, is an asset.
- Familiarity with GIS/GPS technology (e.g., Google Earth) and other computer programs, including MS Office.
- Awareness of data and communication security and confidentiality.
- Experience operating boats of various sizes and following safety procedures is an asset.
- Experience maintaining and repairing field equipment is an asset.

Knowledge:

- Understanding of HFN stewardship approach, including familiarity working with and managing traditional use and culturally sensitive data (or willing to learn);
- Familiar with HFN's core territory and relationship with the Quw'ut'sun Nation;
- Familiar with HFN shared territories within Hul'q'umi'num Treaty Group's core territory and marine statement intent;
- Familiar with Indigenous Rights and the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and the *Declaration on the Rights of Indigenous Peoples Act*;
- Familiar with First Nations political environment and sensitivities; ability to function effectively within that environment.

Skills, Abilities and Personal Attributes:

- Excellent communication skills. *(There is often a need to have dialogue directly with community members, Chief and Council, neighboring First Nations' leadership and staff, as well as government and public sector business representatives. The chosen candidate must be able to express themselves well and represent the HFN community in a professional manner).*
- Collaborative, team player with the ability to establish and maintain effective, professional, working relationships. *(Environmental Technicians work closely with other members of the Halalt Administrative Team and will need to support and be supported by the rest of the Team to promote and preserve HFN in a respectful and confidential manner).*
- Hard working with the ability to prioritize and complete tasks in a timely manner.
- Class 5 Driver's License.
- Enthusiastic, self-motivated, with the ability to work independently and as a part of a dynamic team.

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- Preferred certifications: Swiftwater Rescue Technician, Small Vessel Operator Proficiency (SVOP), Small Domestic Vessel Basic Safety (MED A3), marine basic first aid (STCW 95), Restricted Operator Certificate-Marine (ROC-M).

Work Conditions:

This position is primarily field-based during the spring – fall months, with some office-based work. The Environmental Technician may be required to work in adverse weather, demonstrate flexibility with work hours, including weekends and evenings, in support of field program implementation and to participate in community engagement activities. Occasional travel may be required to attend meetings.

Position Terms:

- Contract, full-time; a part-time position may also be available, depending on the candidate.
- Anticipated schedule is Monday-Friday 8am-4pm for a total of 35hrs/week
- Wage: starting at \$24/hour, negotiable based on education and experience.

If you are interested in this position, please send your resume and cover letter with contact information to: biologist@halalt.org