



## Lead/Senior Biologist

<b>Department:</b>	Economic Development
<b>Position Title:</b>	Lead/Senior Biologist
<b>Reports To:</b>	Director of Economic Development
<b>Subject to:</b>	Terms and Conditions of the Personnel Policy, Annual approved budgets
<b>Effective Date:</b>	Immediately

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### Summary of Organizational Responsibilities:

The Lower Nicola Indian Band (LNIB) has an immediate opening for a **Senior-level Aquatic Biologist** with thorough knowledge of local environmental regulations and their application to a wide variety of projects that advance Nlaka'pamux rights and title. This is a full-time opportunity for a Lead Biologist overseeing LNIB's Aquatics Programming in our Merritt office. Our ideal candidate has in-depth experience in managing community-based aquatic programming in western Canada, with strengths in fisheries science, habitat offsetting, effects assessment and the regulatory environment. We are looking for a driven individual who is ready to take their career to the next level and grow with us.

The position will initially oversee and coordinate the Aquatic Habitat Restoration Program, which includes supervision of two Senior Field Technicians (or Crew Leads) as well as six Junior Field Technicians and the Habitat Stewardship Coordinator, while also helping expand and drive forward the LNIB Fisheries program into the indefinite future. The position will guide the synthesis and analysis of the commissioned literature review of aquatic research in the Nicola Valley, bring together data from aerial surveys and other relevant datasets from our project partners, as well as direct further research and monitoring to target restoration fieldwork. Candidates with previous government, consulting or indigenous fisheries experience are preferred, particularly individuals that can reliably oversee permitting for projects and manage research and monitoring programs. The ideal candidate will know where to solicit and win additional subcontracting work for technicians to fulfill.

### The successful candidate will be responsible for:

- Preparing and reviewing high-quality technical reports, work plans for programs and writing winning proposals
- Designing, planning and/or leading aquatic field programs, habitat restoration, habitat offsetting development, aquatic health assessments, fish and fish habitat assessments, fish enhancement programs, fish salvages and/or water quality field programs
- Accelerating the LNIB aquatics and fisheries programming forward into the future of co-management
- Developing and managing relationships with industry, government and local Indigenous communities
- Providing technical guidance and direction to field staff through supervision, mentoring, and training
- Preparing permit applications and developing technical reports, including environmental assessments and habitat offsetting plans
- Analyzing and interpreting data and preparing technical reports, memos and other project deliverables
- Preparation of project budgets and proposals, coordinate subcontracting specialties as required
- Manage multiple projects and field crews and work independently under minimal supervision



### **Knowledge, Skills, and Abilities:**

- Experience in:
  - Provincial environmental assessment certification process
  - Environmental impact assessment and permit applications
  - Developing a community-based fishery program and writing project proposals
- Thorough knowledge of regulatory processes in British Columbia including the Water Sustainability Act, Riparian Areas Protection Regulation, Fisheries Act and local government permitting processes in the Nicola Valley
- A thorough understanding of biological (freshwater aquatic) survey techniques
- Ability to identify and mitigate environmental issues and risks during all phases of projects
- Experience managing fieldwork, ability to work in a team-oriented environment
- Strong organizational and interpersonal skills and exceptional time management skills
- Strong analytical, problem-solving, and decision-making abilities
- Experience working with diverse organizations including governments, industry, not-for-profits, and First Nations

### **Qualifications:**

- Mandatory minimum B.Sc. or preferred M.Sc degree in fish or aquatic-related studies
- Required: Designation as a Registered Professional Biologist with the College of Applied Biologists of British Columbia (or eligibility to become a registrant with the College)
- A minimum 5+ years of experience related to aquatic biology
- Previous experience working in or with Indigenous communities beneficial
- A thorough understanding of project management preferred
- Environmental Assessment and Permitting experience
- Class 5 driver's license required

### **Rewards of working at Lower Nicola Indian Band:**

- Flexible hours, field / summer season heavy, winter vacation options
- Opportunity to build and develop a new Band owned and operated community fisheries program (in light of DRIPA and recent co-management policy changes)
- Competitive salary, paid 15 days annual vacation to start, 15 paid annual personal days
- Comprehensive group benefits including extended health and dental coverage and matching pension plan
- Work with the Economic Development Department at one of the fastest-growing Indian Bands in Canada
- Opportunities for professional growth and development; paid training
- Reimbursement of applicable professional membership dues

Apply to [HR@LNIB.net](mailto:HR@LNIB.net) or online at [LNIB.net](http://LNIB.net)