



# KTUNAXA NATION

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

## **AQUATIC BIOLOGIST**

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

### **LANDS & RESOURCES SECTOR**

#### **POSITION SUMMARY:**

The Aquatic Biologist is responsible for leading fish/aquatic biological research, monitoring and restoration projects, and providing scientific support to the Ktunaxa Nation Council (KNC), in our work to steward ecosystems and to develop Nation stewardship capacity. A main focus of the work of the Aquatic Biologist will be the assessment of proposed development projects and provide recommendations to support decision making by leadership to ensure the health of ecosystems. The Aquatic Biologist will also be a representative for the KNC on initiatives related to fish and aquatic resources in collaboration with other First Nations, industry, governments, and non-government organizations.

Reporting to the Guardian – Water Team Lead, the Aquatic Biologist works closely with other Lands & Resources sector staff, other sectors, Ktunaxa First Nations, industry, and external agencies to implement stewardship activities collaboratively. Along with technical knowledge, the Aquatic Biologist requires strong interpersonal, analytical, and conceptual thinking skills to synthesize diverse information and perspectives drawn from KNC staff and Ktunaxa citizens.

This position operates within the objectives of protecting, conserving, and restoring fisheries/aquatic ecosystems within the Ktunaxa ʔamakʔis as the foundation for the continued exercise of indigenous fishing and related rights. This includes leading and providing coordination, facilitation, and technical support to Ktunaxa Nation stewardship initiatives.

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

- Perform all duties and responsibilities in accordance with the KNC policies, standards, and procedures, and as directed by KNC leadership and management.
- Develop options and negotiate solutions to address a variety of inter-related environmental issues in collaboration with First Nations, industry, government, and non-government organizations to protect, conserve, and restore aquatic ecosystems, particularly relating to hydroelectric projects.
- Assess study design and reporting of biological assessments, monitoring, and research. Evaluate testing of hypotheses, interpretation of results, the suitability of recommendations, and provide advice on implications for First Nation's ecosystem objectives.
- Prepare and deliver briefing notes and recommendations to leadership or management for information and supporting decision-making in a governance context.
- Assist in or spearhead the design, development, and management of fish and aquatic ecosystem projects that support Ktunaxa Nation stewardship initiatives. This may include securing funding, developing scientific methods, data management protocols, statistical analysis, budgets, partnerships with First Nations, industry, governments, and non-government organizations.
- Manage comprehensive and complex programs and projects
- Provide environmental assessment and referral reviews for the KNC and Ktunaxa First Nations.
- Assist in hiring, training, supervision, and supporting the professional development of technical staff as required.
- Maintain confidentiality on all matters relating to the affairs of the Ktunaxa Nation Council.

#### **POSITION QUALIFICATIONS**

##### Academic Preparation

- Minimum Bachelor of Science Degree in fish/aquatic biology or related discipline
- Preferred Master of Science Degree or Doctor of Philosophy in fish biology, aquatic ecology, hydrology, limnology, water resource management or related discipline
- Professional Registered Biologist Designation (or eligible for designation) or registered in British Columbia as an environmental professional in a related field (e.g., BCIA).

### 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).
- Knowledge of fish biology, aquatic ecology, water quality, hydrology, limnology, and/or water resource management; local knowledge of Ktunaxa ʔamakʔis is an asset
- Project and program management, coordinating and organizing project activities within a budget
- BC and Canadian regulations related to fish, fish habitat, water quality and aquatic resources
- Experience working in management of fish populations, fish habitat, and aquatic resources relating to the risk, impacts, mitigation of river/reservoir regulation, forestry
- Life history and biology of anadromous and freshwater salmonids, Burbot, Rainbow Trout, Kokanee, Bull Trout, Westslope Cutthroat Trout, Mountain Whitefish, and/or sturgeons
- Experience working with Indigenous Nations on resource management issues and initiatives
- Sampling design and statistical analysis
- Experience in environmental assessment
- Supervisory experience with fish/aquatic technicians
- Excellent interpersonal skills (facilitation, mediation, negotiation, leadership)
- Ability to communicate complex scientific information to a variety of audiences
- Excellent oral and written communication skills
- Advanced computer skills in MS Word and Excel and statistical analysis programs
- Proven proposal and report writing skills
- Excellent integrity and professionalism
- Ability to work independently
- Ability and commitment to working within a team environment
- Must have a valid Drivers License

**The Ktunaxa Nation Council is committed to providing and maintaining a safe and healthy work environment for all employees and the people, Communities and Bands that we serve. Proof of vaccination is required in accordance with the Ktunaxa Nation Council vaccination Policy.**

**Internal staff and Ktunaxa people are encouraged to apply; support to apply for this position can be accessed through the Education and Employment Sector Service Center.**

Please submit your cover letter and resume to:

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

**CLOSING DATE: March 8, 2023**

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