St’zuminus First Nation (SFN) Overview

At Stz’uminus First Nation (SFN), Our mission goes beyond just providing services; we are dedicated to creating a vibrant and thriving community rooted in our rich cultural heritage. We focus on sustainable development, cultural preservation, and economic growth, working hand-in-hand with our members and partners to deliver impactful initiatives that support health, education, and employment opportunities.

Joining SFN means being part of an organization that values tradition while driving progress. Here, you'll contribute to building a self-sufficient and resilient community, ensuring a brighter future for generations to come. If you’re passionate about making a difference and want to be part of a team that honors the past while shaping the future, SFN is the place for you.

Job Title: Marine Lead
Salary: $51,072.18 - $68,096 - $85,120.31

Contract: Permanent Full Time
Hours: 4-day work week, Mon – Thurs (36 hrs)
Location: Ladysmith, BC

ABOUT THE ROLE

The Marine Lead leads Stz’uminus First Nation’s environmental research and stewardship work, designing and running multi-year marine, freshwater and terrestrial studies that build baselines, support restoration, and strengthen the Nation’s title and rights, referrals and legal positions. Reporting to the Land Use Manager, the role manages department budgets, work plans, funding agreements and reporting, guides field staff and technicians, and mentors junior team members on protocols and safety. It also translates science into accessible goals for community and staff, engages youth and community members in stewardship, and represents SFN at multi-nation, multi-stakeholder, and government tables.

A job description is available upon request via alan.francis@stzuminus.com

QUALIFICATIONS

- Required: A bachelor's degree in environmental science, biology, or a graduate degree in environmental management, ecological restoration or similar
- Required: 2-4 years of progressively responsible experience in environmental research, natural resource stewardship, or conservation-based project coordination.
- Ability to communicate effectively in writing and in public when interacting with various audiences, including but not limited to, community members, consultants, staff, and other departments.
- Professional designation or immediately eligible for professional designation (R.P. Bio) preferred
- Experience supporting and coordinating the work of small field teams or research crews.
- Strong research and analytical skills.

TOTAL COMPENSATION
As a member of the team, you will have access to a wide range of employee benefits, including:

- Salary & pension plan with an employer contribution of 6% (after 3 months)

- 2 weeks' vacation,15 days of wellness time off, 14 days of stat holidays including two SFN designated leaves.
- Fully employer paid extended health & dental benefits, Short-Term and Long-term, Life Insurance, Employee & Family Assistance program, and split paid Dental.
- Professional development support and more!

The Salary Range is the minimum and maximum annual salary based on full time equivalent hours. Incumbents are typically hired, transferred or promoted between the minimum and midpoint of the range based on their knowledge, skills, abilities and experience in relation to the role requirements. The top 10% of the pay range is for the incumbents who are industry experts in the job with the combination of exceptional experience and competencies needed to perform all duties and responsibilities at a superior capability level.

SFN is committed to respecting diversity within our workforce; preference will be given to individuals who identify as First Nations, Inuit, or Métis.

HOW TO APPLY
Please send your application to alan.francis@stzuminus.com with the subject, as title of the Job applied for.

Closing date: Open until filled