



# Position Title

## Fisheries Program Director

<b>Position Title:</b>	<b>Fisheries Program Director</b>
<b>Reports To:</b>	Chief Operating Officer
<b>Hours:</b>	35 hours per week
<b>Wage:</b>	\$104,250 - \$130,312 annually <i>(starting wage commensurate with experience)</i>
<b>Status:</b>	Full-time   Permanent
<b>Start Date:</b>	December 2026
<b>Benefits:</b>	Comprehensive benefits package   RRSP matching
<b>Location:</b>	Smithers, BC

*At Lake Babine Nation, we believe that through good governance, we will ensure all members have a healthy, traditional, and prosperous future. Our commitment to respect, honesty, tradition, and health and wellness helps enable a strong community and brings a rich culture to Lake Babine Nation as a workplace. Our commitment to excellence creates the opportunity for an empowering and rewarding career with the Nation.*

### **JOB SUMMARY**

Lake Babine Nation (LBN) is seeking a highly self-motivated and energetic individual to join our team as the Fisheries Program Director at Lake Babine Nation.

The Fisheries Director is responsible for:

- Managing and implementing all fisheries programs and projects as per contracts and contribution agreements
- Participating in co-management of fisheries with a focus on wild Babine sockeye
- Implementation of the Wild Babine Sockeye Rebuilding Plan
- Implementation and shared over-sight of the Incremental Fisheries Agreement
- Finance and administration within LBN Fisheries Department
- Collaboration, communication, engagement within LBN and across a diverse range of stakeholders

### **OVERVIEW OF DUTIES & RESPONSIBILITIES**

- Negotiation and implementation of annual funding agreements – meet deliverables
- Co-lead negotiation of the Incremental Fisheries Agreement and implement
- Completion and implementation of the Wild Babine Sockeye Rebuilding Plan
- Management and tracking of department finances
- Collaboration and engagement within LBN, with other First Nations, government agencies and stakeholders



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- Participate in co-management of fisheries including management of LBN Food, Social and Ceremonial and inland demonstration commercial fisheries
- Staffing, work planning, performance evaluations

### **MINIMUM REQUIRED QUALIFICATIONS**

#### **Education, Experience, Certifications, Training**

Bachelor of Science in Natural Resource Management or other aquatic resource scientific field or related discipline

Valid BC Class 5 Driver License

Minimum 3 - 5 years experience managing a fisheries program

Minimum 3 - 5 years field experience working with the salmon resource

Minimum 3 - 5 years experience supervising and managing staff

#### **Skills & Abilities**

- Fisheries Management
- Stock and Habitat Assessment monitoring and restoration
- Study/Research project design
- Partnership development with other First Nations, NGOs, government agencies and across LBN departments
- Land and water use Referral processes
- Human Resources – hiring, on-boarding, performance evaluations and staff development
- Understanding of First Nations governance
- Good communication skills – verbal and written
- Experience working with First Nations governments and First Nations members
- Proficient in Word, Excel, Power Point and use of statistics to analyze and understand fisheries data

#### **Position-Specific Competencies**

- Initiative: self-starter; takes responsibility for own time and effectiveness. Takes the first step to identify and address existing or potential obstacles, challenges, and opportunities.
- Engagement: Builds trusting relationships with LBN members and LBN staff and fosters a sense of belonging.
- Program Development: Designs and delivers engaging, culturally rooted programs.
- Leadership: Acts as a role model and mentor LBN members and staff.
- Cultural Sensitivity: Respects and incorporates the values and traditions of LBN into youth programming.
- Communication – clear, effective and respectful communication



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- Conflict Resolution: able to manage conflicts and complaints with professionalism and kindness
- Critical Thinking: analytical, methodical, fact-based decision making, creative problem solving
- Professionalism – Maintains confidentiality, respectful with LBN members and staff and other organizations
- Technical Proficiency: Experience with Microsoft Office Suite
- Time Management: Efficient management of multiple tasks, manage deadlines, able to delegate based on priorities, sets clear professional boundaries, accomplishes goals.

## EMPLOYMENT REQUIREMENTS & CONDITIONS

### Job Requirements

- Asset qualification: Master of Science in Natural Resource Operations or other related aquatic resource scientific field
- Experience in Senior Management level
- Completion of a Criminal Records Check with satisfactory results relevant to the position.

### Working Conditions

- Work in Burns Lake 1 day per week – at the Natural Resources office
- Work 4 days per week at the Smithers Lake Babine Nation fisheries office
- Physically fit to participate in field work
- Provide proof of graduation from a Post-Secondary School
- Limited field work from April – October annually
- Must be comfortable working around water and in watercraft
- Some evening and weekend work may be required
- Willing to travel as per work requirements

## Apply Now!

Complete the [application form](#) and email it with your cover letter and resume to HR:

**Attention:** Human Resources



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Email: [hr@lakebabine.com](mailto:hr@lakebabine.com)

Pursuant to Section 41 of the B.C. Human Rights Code, preference may be given to applicants of Indigenous ancestry.

**We thank all applicants for their interest; short-listed candidates will be contacted for an interview.**