



JOB POSTING

Lyackson First Nation

Consultation Coordinator

Application Deadline: September 4, 2020

Lyackson First Nation is seeking a committed, experienced and well-organized individual to take on the role of Consultation Coordinator within our organization.

Lyackson First Nation is a small Indigenous community with offices located 15 minutes north of Duncan, BC, with a traditional territory encompassing mid-Vancouver Island, the Salish Sea, and the Fraser River area. Our organization is seeking an individual with a strong technical background and experience in Indigenous Rights and the Environmental Assessment process. The successful applicant will work closely with the Referrals Clerk and Lyackson's Negotiator to ensure that impacts to Lyackson First Nation's Indigenous Rights are considered in light of the development of a large range of projects, including the TransMountain Pipeline, the expansion of Robert's Bank, and others.

The successful applicant will be asked to demonstrate a combination of skills and experience related to major project development, Indigenous Rights and the consultation process, community communications, and project management. Lyackson First Nation is seeking an individual with a combination of experience and qualifications related to environmental science, environmental studies, marine biology, food security, social sciences, and Indigenous governance. In your application, please demonstrate a combination of education and experience that would be considered equivalent to a bachelor's degree and five years work experience. Please note that Lyackson First Nation will consider a variety of combinations of the skills and experience below:

- Indigenous Rights and the Duty to Consult: A firm understanding of Indigenous Rights in Canada and the government's fiduciary Duty to Consult Indigenous communities on activities that may impact these rights is critical to this position.
- Marine and Freshwater Ecosystems: Education or experience with fisheries and shellfish harvesting and their importance to Indigenous culture will be an important asset for accurately representing Lyackson First Nation's rights to exercise subsistence resource harvesting. Further, a strong technical background in fish, fish habitat, and water quality monitoring for the health of marine and freshwater ecosystems will be considered.
- Project Management: This position will involve organizing budgets and work plans, drafting annual reports, locating and applying for additional funding, and reporting progress on the Lyackson's consultation files to their colleagues and Chief and Council. Ability to firmly prioritize tasks is essential.

- Indigenous Knowledge: The successful applicant will be required to work with multiple knowledge types. Cultural understanding and past experience working with traditional knowledge holders and Indigenous communities is an asset.
- Communications and Engagement: Engaging with consultation on resource development projects means that Lyackson First Nation must have strong internal communications as well as close working relationships with other First Nations, the Federal government, and the Province of BC. Strong communication and interpersonal skills will be essential; qualifications and experience in negotiation and conflict resolution are an asset. It is essential that the person holding this position holds strong active listening skills in combination with comfort speaking up in large meetings on topics important to the community.
- Mentorship: The successful applicant will be expected to engage in mentorship with staff less experienced in the consultation process in order to encourage organization wide internal capacity building. An ability to teach and engage in supporting staff learning is a strong asset.

Position Details: This is a permanent, hourly paid position. Hours of work are Monday to Thursday, 8am to 4pm, with ½ hour unpaid lunch (30 hours). Occasional evening or Friday meetings are paid above base 30 hrs. Compensation will be competitive and commensurate with experience. Benefits include 5% matching pension and extended benefits (100% premiums paid by employer), plus more. During non-COVID times, this position may require travel for meetings, sometimes with overnight requirements. Lyackson First Nation intends to build our Lands and Resources Department over the next several years. We are looking for an applicant who is interested in a long-term and meaningful relationship with our organization and community members. Contractors are welcome to apply.

If you are comfortable doing so, please indicate on your application if you are a member of an Indigenous community.

Please send your Cover Letter, CV, and contact information for two references, and any inquiries, to:

Lyackson First Nation Attn: Director of Operations 7973A Chemainus Road Chemainus BC V0R 1K5

Do feel free to contact our organization with any questions you have about this position or the process. Applicants invited to the second stage of our hiring process will be contacted by September 10, 2020.