



## Job Posting Cultural Monitor

Temporary Casual On Call (8 hour days)

### BRIEF OVERVIEW

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Reporting to the Director of Lands and Natural Resources, the Cultural Monitor plays a key role in protecting and upholding Xat'sül First Nation's cultural heritage. The Cultural Monitor is responsible for participating in archaeological assessments, cultural site monitoring, and environmental fieldwork throughout the territory. This role involves fieldwork in diverse and sometimes challenging conditions and requires a commitment to cultural safety, community knowledge, and environmental stewardship.

### KEY RESPONSIBILITIES

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#### Field Monitoring & Cultural Protection:

- Conducts cultural and environmental field monitoring during development, construction, and resource extraction activities.
- Assists with Archaeological Impact Assessments (AIAs), Preliminary Field Reconnaissance (PFR), and ongoing archaeological monitoring.
- Conducts subsurface testing (e.g., hand excavation or augering) and cultural heritage resource identification.
- Documents cultural and environmental observations with accuracy, respect, and cultural sensitivity.
- Applies cultural protocols and community teachings in field settings.

#### Data Collection & Reporting:

- Collects samples (soil, air, water) and enters data using digital tools (e.g., tablets, GPS, mapping apps).
- Maintains detailed field notes and supports data entry into shared systems.
- Assists with reviewing technical and regulatory documents.
- Prepares basic field reports or summaries as required.

#### Communication & Liaison:

- Maintains respectful and effective communication with field crews, Elders, Knowledge Holders, and technical advisors.
- Participates in team debriefs and stakeholder meetings, providing cultural input as needed.
- Supports education and outreach efforts related to heritage protection.

#### Safety & Equipment Use:

- Operates off-road vehicles (e.g., 4x4 trucks, UTVs, ATVs) and navigates rugged terrain using maps, compasses, and GPS.
- Maintains personal protective equipment (PPE) and contributes to a culture of safety in the field.
- Assists with care and use of field tools and monitoring equipment.

### COMMUNICATIONS / CRITICAL SKILLS

- Commitment to protecting Indigenous cultural heritage and the land.
- Understanding of cultural protocols, land-based knowledge, and archaeological principles.
- Strong observational skills and attention to detail.
- Team-oriented with good communication and interpersonal abilities.
- Physically fit and able to work in remote outdoor environments for extended periods.

### FOUNDATIONAL KNOWLEDGE

#### Required:

#### ***Indigenous Perspective***

Knowledge and understanding of First Nations communities, ancestral responsibilities, title and rights, Indigenous sovereignty, culture, and history related to reconciliation including the UN Declaration of the Rights of Indigenous Peoples (UNDRIP).

**WORKING CONDITIONS (MENTAL, PHYSICAL & ENVIRONMENTAL DEMANDS)**

Mental:

Long hours in dynamic field environments.  
Communication across diverse teams and interests.  
Requires attention to cultural detail and respect for sacred knowledge.

Physical:

Extensive walking (up to 10 km/day), lifting, crouching, and working in uneven terrain.  
Workdays up to 12 hours, including in varying weather conditions.  
Use of field vehicles and hand tools required.

Environmental Conditions:

Majority of time spent in field settings.  
Some office-based reporting or training.  
Possible exposure to wildlife, insects, and rugged landscapes.  
Some evening and weekend work may be required.

**Western Ways**

Experience with cultural or environmental fieldwork, Indigenous Knowledge, or natural resource management.  
Willingness to work in changing conditions and locations, including remote areas.  
Valid Class 5 BC Driver's License.  
Criminal record check (vulnerable sector).  
1 to 3 years of progressive, demonstrated experience in a similar position.

Preferred:

RISC Archaeology Field Training certification.  
First Aid Level I certification.  
ATV/UTV or Off-road Vehicle Training.  
Familiarity with GIS, spatial data tools, or mapping apps.  
Experience working with archaeological consultants or land stewardship programs.  
Knowledge of Xat'sull First Nation's territory and history, title, rights, and governance.  
Knowledge of Secwepemc language, culture, and history.

<b>Wage Range:</b>	\$22.27 - \$31.17
<b>Preferred Start Date:</b>	ASAP
<b>Expected End Date:</b>	October 31, 2026 (potential for extension depending on work availability)
<b>Expected Travel:</b>	10 to 20%
<b>Closing Date:</b>	Open until filled

**Preference will be given to those of Aboriginal Ancestry - per Section 16(1) of the Canadian Human Rights Act.**

All interested applicants are encouraged to submit a cover letter and resume outlining how you meet these qualifications to [hr@xatsull.com](mailto:hr@xatsull.com) using the position name in the subject line.

Applications are assessed as they are received therefore early application is recommended. Applications will only be considered from those eligible to work in Canada. All applicants who require a work permit or sponsorship for employment in Canada will not be considered. Candidates who meet the above criteria will be contacted for an interview. Proof of certifications will be required prior to employment.

