



Job Posting Indigenous Guardian Temporary Full Time

BRIEF OVERVIEW

Reporting to the Director of Lands & Natural Resources, the Indigenous Guardian is responsible for contributing to the overall success of the organization by implementing Xat'sull First Nation's (XFN) environmental, cultural heritage resource, and archaeological monitoring and stewardship program. The Indigenous Guardian works with Lands and Natural Resources Department staff and others to implement an environmental, cultural heritage resource, and archaeological monitoring program that conserves and protects these values and supports XFN's strategic goals, title, rights, and interests.

KEY RESPONSIBILITIES

Program Support:

- Contributes to the implementation of an environmental, cultural heritage resource, and archaeological monitoring program that conserves and protects these values and supports XFN's strategic goals, title, rights, and interests.
- Collects and records data and observations in an accurate and well-organized manner using data collection, viewing, editing, and storage mechanisms.
- Contributes to the development and implementation of XFN's land use planning and resource management planning related policies, operational procedures, and plans that incorporate values including TEK and TLU.
- Conducts research activities related to land use and planning.
- Participates in joint monitoring or inspection initiatives with relevant regulatory agencies as directed by the Director of Lands and Natural Resources.

Community and Stakeholders Engagement:

- Engages with XFN community members, including elders, to ensure Traditional Ecological Knowledge (TEK) and Traditional Land Use (TLU) values are integrated and targeted within monitoring programs.
- Establishes positive communication with community members, stakeholders, and XFN employees.

Administration and Reporting:

- Contributes to the implementation of a system to manage all records, equipment, and supplies.
- Provides accurate and well-organized reports on results of all monitoring efforts to the Director of Lands and Natural Resources as requested.
- Prepares and submits written activity reports and statistics to the Director of Lands and Natural Resources for review as directed.

COMMUNICATIONS / CRITICAL SKILLS

- Strong written and verbal communications skills.
- Dependable, motivated, and demonstrates strong work ethic.
- Willing to learn various software programs to assist with data management.
- Positive attitude and genuine interest in protecting environmental and cultural heritage values.
- Able to work both independently and collaboratively in a team-environment.
- Strong interpersonal skills to build professional and cooperative relationships with colleagues, community, and external organizations.

Required:

FOUNDATIONAL KNOWLEDGE

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).

Western Ways

- RISC (Resource Inventory Standards Course) Archaeology Certification.
- 1 to 3 years of progressive, demonstrated experience in a similar position.

WORKING CONDITIONS (MENTAL, PHYSICAL & ENVIRONMENTAL DEMANDS)

Mental:

- Receives minimal supervision with occasional direction and very few checks of the work performed.
- Dealing with large amounts of data.

Physical:

- Work some hours using computer or other equipment.
- Walking up to 10 km/day, bending, kneeling, climbing, pushing/pulling, moving objects, and working at heights.
- Occasionally lifting heavy objects between 10 - 50 lbs.

Environmental Conditions:

- Work is performed a mix of office setting and the field.
- Working in isolation in the field.
- Working in all kinds of weather extreme weather (heat, cold, etc.).
- Frequent travel is required.
- Some evening and weekend work may be required.

- Strong understanding of issues related to natural resources, cultural heritage resource, archaeology, historic and current First Nations issues, and land use.
- ATV/UTV Driver's Training and Certification.
- Off-Road Driving Training and Certification.
- Valid First Aid Level 1 Certification.
- Basic proficiency in MS Office, digitized mapping, and internet applications.
- Valid driver license (BC Class 5) and satisfactory driving record.
- Criminal records check (vulnerable sector).

Preferred:

- Certificate or diploma in an environmental-, natural resource-, forestry-, lands-, or arts-related fields, including Anthropology, Archaeology, History, Biology, Natural Resource Management, Land Use Planning, Geography, Biology, and Environmental Sciences.
- Knowledge of Xat'sull First Nation's territory and history, title, rights, and governance.
- Knowledge of Secwepemc language, culture, and history.

Wage Range: \$22.27 - \$31.17

Preferred Start Date: ASAP

Expected End Date: September 30, 2026 (potential for extension depending on work availability)

Expected Travel: 10 to 20%

Closing Date: 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.

Closing Date: Open until filled

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.

