



Leq'á:mel First Nation

43101 Leq'á:mel Way Tel: 604-826-7976

Deroche, BC V0M 1G0 Fax: 604-826-0362

humanresources@leqamel.ca

Leq'á:mel First Nation | Employment Opportunity

Natural Resources Manager

Position Type: Permanent, Full-Time

Hours: Monday to Friday, 8:00 a.m. to 4:00 p.m. Evening or weekend meetings and training may be required with advance notice.

Location: Deroche, BC

Reports To: Leq'á:mel First Nation Administrator

Wage Scale: \$90,000 to \$110,000 per year, depending on experience.

Leq'á:mel First Nation (LFN) is located approximately 22 kilometres east of Mission, British Columbia. LFN continues to assert its inherent right of self-government throughout its Traditional Territory, which spans a significant portion of the Lower Mainland. The Nation is home to approximately 800 Leq'á:mel Xwélmexw (People) and is governed by Chief and Council under its Custom Election Code. Applicants should have knowledge of Leq'á:mel culture and traditions or a sincere willingness to learn.

Learn more about Leq'á:mel First Nation: <https://leqamel.ca/>

Join Our Team

Leq'á:mel First Nation is seeking an experienced, strategic Natural Resources Manager to lead the Natural Resources Department and oversee programs and services related to Fisheries, Wildlife, and natural resource management. Reporting to the LFN Administrator, the Manager will lead staff and departmental resources in support of LFN Leadership's strategic goals and the Nation's interests in its Lands, Title, Rights, stewardship responsibilities, and Traditional Territory.

The successful candidate will bring strong leadership, program and financial management, consultation, and relationship-building skills, along with an understanding of First Nations governance and natural resource issues.



Key Responsibilities

- Provide strategic and operational leadership to the Natural Resources Department, including staff, assets, work plans, and budgets.
- Work with the LFN Management Team to develop and monitor operational plans aligned with LFN Leadership's vision, mission, mandate, and strategic goals.
- Oversee Fisheries and Wildlife programs and services, evaluate effectiveness, and support continuous improvement.
- Coordinate environmental assessments, Lands Department submissions, research, and policy or regulatory reviews involving forestry, mining, fisheries, energy, infrastructure, and other resource development.
- Review referrals and proposed land uses or dispositions within LFN Traditional Territory, and support consultation, engagement, research, and negotiations concerning proposals that may affect LFN Title, Rights, Lands, Resources, and other interests.
- Ensure consultation and engagement activities are documented and that the LFN Administrator and Chief and Council are briefed on matters affecting LFN interests.
- Support the LFN Lands Department, Technical Team, Family Advisory Committee, and Title and Rights representatives with briefings and consultation activities as required.
- Build and maintain effective relationships with LFN members, Leadership, staff, government agencies, private industry, and other stakeholders; facilitate information-sharing and community engagement.
- Oversee departmental budgets, purchasing, tendering, year-end reporting, funding applications, and compliance with contribution agreements and reporting requirements.
- Work with the Financial Controller to review financial statements, monitor expenditures, and ensure programs operate within budget and funding requirements.
- Manage and support staff, including recruitment, performance management, coaching, mentoring, training, and professional development.
- Ensure departmental activities comply with applicable legislation, regulations, agreements, policies, standards, the LFN Land Code, and LFN's cultural and ethical standards.
- Perform other related duties as assigned by the LFN Administrator or LFN Leadership.



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Essential Qualifications

- A bachelor's degree or equivalent in Environmental Studies, First Nations Studies, Natural Resource Management, or a related field, or an equivalent combination of education and experience.
- Five to seven years of progressively responsible experience in natural resources or environmental management, including at least two years managing a department, program, or team.
- Experience in land and resource management, fisheries, and wildlife.
- Experience overseeing programs and services in accordance with funding agreements, regulations, and applicable standards.
- Proficiency in Microsoft 365, electronic records management, and presentation tools.
- Experience building and maintaining effective relationships with internal and external stakeholders.

Knowledge and Skills

- Knowledge of First Nations governance, relevant legislation and policies, the Framework Agreement on First Nation Land Management, and the LFN Land Code.
- Understanding of consultation and engagement processes, First Nations Title and Rights, and the review of proposed Crown land uses or dispositions.
- Knowledge of Traditional Use Studies and Indigenous Knowledge protocols, including appropriate governance and use of cultural information.
- Ability to oversee and interpret GIS, GPS, mapping, and spatial data.
- Understanding of environmental, cultural, and socio-economic cumulative effects related to forestry, mining, fisheries, energy, infrastructure, and other development.
- Strong strategic planning, program evaluation, financial management, administration, negotiation, problem-solving, and decision-making skills.
- Ability to identify funding opportunities and manage funding agreements, budgets, and reporting requirements.
- Excellent written and verbal communication, consultation, presentation, relationship-building, and consensus-building skills.
- Sound judgment, resilience, and the ability to provide clear direction, listen actively, and work effectively with multiple stakeholders.



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Additional Assets

- Experience working within a First Nations organization or community.
- Experience working with government agencies, private industry, and other organizations on natural resource matters.
- Experience with First Nations funding programs, contribution agreements, and reporting requirements.
- Knowledge of Leq'á:mel Traditional Territory, culture, language, values, and community.

Leadership Competencies

The successful candidate will demonstrate:

- **Integrity** – Holds themselves and others accountable and acts honestly and ethically.
- **Intelligence** – Understands organizational and community needs and approaches issues strategically.
- **Inclusivity** – Engages employees, community members, and stakeholders and builds effective working relationships.
- **Initiative** – Takes action, achieves results, and supports continuous improvement.
- **Inspiration** – Builds a positive, fair workplace and aligns people around a shared vision.

The successful candidate will lead by example and demonstrate a commitment to understanding and promoting Leq'á:mel culture, language, values, and community interests.

Conditions of Employment

This is a full-time, on-site position in Deroche, BC. Regular hours are Monday to Friday, 8:00 a.m. to 4:00 p.m.; remote work is not available.

The role requires regular collaboration with LFN Leadership, management, staff, community members, government agencies, private industry, and other stakeholders. Evening or weekend meetings and training may be required with advance notice.

The position may also involve negotiations, consultation activities, presentations, and meetings within LFN Traditional Territory.

Benefits and Perks

Leq'á:mel First Nation offers a comprehensive benefits package, including:

- Extended health benefits.



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- Dental coverage.
- Life insurance.
- Pension matching.
- Paid vacation, sick leave, and personal days.
- Paid statutory holidays.
- Paid Christmas break.

Based in scenic Deroche, this role offers the opportunity to help protect and steward Leq'á:mel lands, resources, and cultural interests.

How to Apply

Please submit your resume and cover letter to:

Stella Laidman, HR Coordinator

Leq'á:mel First Nation

Email: humanresources@leqamel.ca

Leq'á:mel First Nation is committed to employment equity and encourages applications from qualified Indigenous candidates. In accordance with Section 41 of the BC Human Rights Code, preference may be given to applicants of Indigenous ancestry.

Open until filled. Only those selected for an interview will be contacted.