



Okanagan Nation Alliance

101 – 3535 Old Okanagan Hwy, Westbank, BC V4T 3L7
Phone (250) 707-0095 Fax (250)707-0166 www.syilx.org

EMPLOYMENT OPPORTUNITY

Hatchery Operations Biologist.

The Okanagan Nation Alliance (ONA) is the Tribal Council for the eight member communities of the Okanagan Nation which includes Osoyoos Indian Band, Upper Nicola Band, Upper and Lower Similkameen Indian Bands, Penticton Indian Band, Westbank First Nation, Okanagan Indian Band and the Colville Confederated Tribes of the Northern WA state. The ONA's mandate is to advance, assert, support and preserve Okanagan Nation title and rights. Further, the ONA is charged with providing members with a forum to discuss and form positions on areas of common concern.

The ONA is currently seeking to employ a Hatchery Operations Biologist. The job incumbent should be comfortable in a fast paced, dynamic results based environment and have excellent problem solving, communication, supervision, time management and safety management skills. The position reports to the ONA Fisheries Program Manger.

Key Duties and Responsibilities

- **Operational and Strategic:** Create detailed scientific research based production/rearing strategic and strategic/operational work plans, to support the ONA Fisheries Program. Ensure the sockeye species genetic integrity is maintained and protected in all operational programs and work procedures.
- **Technical:** Plan and coordinate all hatchery activities, from broodstock to fry release. Monitors and analyses incubation and rearing environments and ensures optimum growing conditions are continuously created and maintained. Provides expert advice specifically to sockeye production, rearing and sockeye species specific requirements and realities. Provides implements and manages a risk management plan to ensure potential hazards impacting processing operations are identified and controlled in pro-active and reasonable fashion.
- **Supervisory:** On daily basis supervises a team of hatchery technicians (up to 10 individuals) which include shift scheduling, diligent work place safety management, maintenance of time sheets, staffing actions and performance evaluations. Work closely with ONA Fisheries Program Manager and Sockeye Reintroduction Program Coordinator.
- **Administration:** Drafts annual budget, prepares internal reports, provides technical updates, works in team fashion within own and other departments to contribute and support strategic objectives. Attends and participates in relevant work related meetings as assigned.

Qualifications and Experience

- A Masters of Science degree in a fisheries/ aquaculture related field, plus a minimum of 5 years with demonstrated work experience propagating and rearing specifically sockeye, or an applicable Bachelors degree plus 7 years of experience.
- Willingness and ability to participate and lead start up activities specifically for a sockeye hatchery initiative.
- Demonstrated experience in project management, strategic planning and monitoring of staff work plans.
- *Demonstrated experience in budgeting, finance control and administrative related duties associated with a hatchery operation.*
- *Previous experience* working with a First Nation band or within a First Nations environment is desirable.
- Computer skills in a wide range of programs such as Microsoft Office suite and willingness to learn other programs if necessary.
- Knowledge of ONA and member bands is preferred.
- A reliable vehicle and a valid class 5 BC driver's license. Commitment to safety.
- Flexible work hours/willingness to work evenings and weekends.
- Preference will be given to qualified applicants of Aboriginal ancestry.

Hours: Full Time 40 hrs per week, with flexible work hours (e.g. some evenings and weekends).

Application Procedures: Interested candidates are invited to forward a current resume and covering letter to:

David Leroux, Employment and Human Resources Administrator
Okanagan Nation Alliance
101- 3535 Old Okanagan Hwy
Westbank, BC V4T 3L7

Email: dleroux@syilx.org Fax: (250) 707-0166

Thank you for your interest, No Phone Calls Please only those short-listed will be contacted.

The Competition is posted with a view of having a suitable candidate start April 1, 2014.