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Job Posting: Nuu-chah-nulth Salmon Governance Project Coordinator
Location: In proximity to Tofino, Port Alberni, Gold River, or Campbell River.
Salary: Starting at $54,000 based on experience (4 days/week) + competitive benefits package; 4-year term (potential for extension)

Who We Are:

Ha'oom Fisheries Society is a nonprofit organization dedicated to supporting the fishing rights of the Tla-o-qui-aht, Ahousaht, Hesquiaht, Mowachaht/Muchalaht, and Ehattesaht/Chinehkint First Nations ("the five Nations"). We assist the five Nations in managing their rights-based commercial fisheries, which includes supporting them exercise their right to harvest and sell fish. Our efforts also focus on increasing their role in managing and protecting fisheries habitats, as well as supporting the maintenance and restoration of these resources. Additionally, we implement capacity-building programs in marine science and fisheries mentorship for the communities, and support the integration of traditional knowledge and leadership in fisheries management.

HFS is guided by the Nuu-chah-nulth principles of hishuk ish tsa'walk (everything is connected, everything is one) and isaak (respect) in all its efforts to manage fisheries for the Five Nations.

About the Role:

We are looking for a Nuu-chah-nulth Salmon Governance Project Coordinator to coordinate and support the implementation of the "Empowering Indigenous Governance and Racial Justice through Nuu-chah-nulth Salmon Laws and Consultation Protocol Initiative." The initiative aims to document traditional Nuu-chah-nulth salmon laws, advocate for their recognition, and develop protocols and policies for the five Nations, as well as between the five Nations and the government of Canada. The Project Coordinator will be responsible for coordinating project planning, stakeholder engagement, research, and providing administrative oversight to ensure successful execution.

Key Responsibilities:

a) Project Coordination and Implementation:

- Coordinate the implementation of the project work plan, ensuring alignment with objectives and timelines.
- Assist in hiring and onboarding Salmon Laws Community Liaisons.
- Support and provide oversight to the Salmon Laws Community Liaisons, ensuring clear workplans, schedules, and support for community engagement.
- Establish the Research Advisory Council (RAC) in consultation with the Five Nations.
- Coordinate, schedule, and take notes for RAC and partner meetings with Balance Co-Lab.
- Engage with new partners to broaden support for the initiative.
- Track project progress, manage deliverables, and provide updates to the Development Manager and project partners.
- Maintain accurate project documentation, including meeting notes, reports, and correspondence.

b) Community and Stakeholder Engagement:
- Organize, schedule, and attend workshops, engagement sessions, and consultation meetings with leadership and community members.
- Develop and implement surveys, discussions, and feedback sessions to ensure community voices are prioritized in decision-making.
- Engage with government agencies, including DFO, to introduce the project and discuss goals for policy shifts.
- Create and share content (e.g., posters, social media updates) to keep community members informed about the project.
- Summarize outcomes from partner meetings for reporting to the Nations and other partners.
- Regularly update the HFS website and social media with project developments.

c) Research and Policy Development Support:
- Coordinate and oversee interviews, surveys, and consultations to document Indigenous legal traditions and governance practices.
- Serve as the primary point of contact for the project with Balance Co-Lab, supporting their research and assisting in translating traditional laws into protocols and policy recommendations.
- Support Balance Co-Lab in communicating project progress and engaging in negotiations with the government for the recognition of traditional laws.

d) Advocacy & Awareness:

- Coordinate a campaign to raise awareness about the initiative's significance and impact, engaging key stakeholders, policymakers, and the public.

e) Administrative and Financial Support:

- Assist the Development Manager with budget tracking and financial management of project funds.
- Assist the Development Manager with preparing funding reports, ensuring compliance with grant requirements.

f) Additional Support:

- Support similar projects aimed at documenting traditional Nuu-chah-nulth laws for other species in the future, if time allows.

Preferred Qualifications:

- Bachelor's degree in Indigenous governance, environmental policy, marine biology, project management, or a related field (or equivalent experience).
- Minimum of 2 years of experience in project coordination, Indigenous governance, or related fields.
- Good understanding of Indigenous governance principles, Nuu-chah-nulth laws, and community engagement practices.
- Experience working with First Nations governments, leadership, and community members.
- Experience organizing meetings, workshops, and consultations in a culturally respectful manner.
- Excellent organizational skills, with the ability to manage multiple priorities and deadlines.
- Proficiency in Microsoft Office (Word and Excel).
- Strong interpersonal skills and ability to work collaboratively in a team environment.
- Highly motivated and self-directed.
- Willingness to travel to the five Nations communities as needed.
- Must have valid Driver's license and a reliable vehicle for travel to the five Nations communities.
- Preference will be given to Indigenous candidates who have a working knowledge of Nuu-chah-nulth culture.

How To Apply:

Please submit your resume and a cover letter to audrey@haoom.ca.

Thank you for your interest in working with Ha'oom Fisheries Society. Only applicants selected for an interview will be contacted.