



Tseshah First Nation

Seasonal Employment Opportunity

JUNIOR FISHERIES GUARDIAN

The Tseshah First Nation Administration Office is now accepting applications for the position of Junior Fisheries Guardian. The job is based out of Port Alberni, BC on beautiful Vancouver Island.

POSITION SUMMARY

Tseshah First Nation is seeking two Junior Fisheries Guardians who are responsible to perform Guardian duties for the running of Tseshah Fisheries as per the requirements of the Aboriginal Fisheries Strategy (AFS). This position reports to the Fisheries Manager and the seasonal position runs from October to March.

PRIMARY/CORE RESPONSIBILITIES

Performs all duties and responsibilities in accordance with Tseshah and program specific policies, standards, practices, and procedures, as directed by the *Fisheries Manager*:

- Works both on the water and in the field to ensure that all Guardian duties are handled in accordance with Tseshah fisheries rights and protocols and with DFO regulations for the duration of the fisheries.
- Support Lead Guardian with enforcement role in communicating, informing and instructing commercial fishing vessels and sports fisherman and for liaising with DFO and the Catch Monitors on Guardian and Tseshah fisheries matters.
- Support Lead Guardian with operational support that includes: the maintenance of fisheries vessels, equipment and supplies, the administration of seasonal fishing licenses, fisheries counts, statistics and reports and generally provides operational field support for a range of stewardship initiatives for the protection and monitoring of Tseshah fishery habitats and aquatic environments.
- Assist with the completion of various operational and administrative tasks associated with the setup and operational administration of the annual schedule of Tseshah Fisheries for Salmon, Chinook, Chum and Coho.
- Assists the Lead Guardian with coordinating and running of Community Fish Days, community fish distribution, and administering of fishing licenses.
- Other related duties as assigned.

QUALIFICATIONS

Training, Education and Experience

- Grade 12 or GED with Aboriginal Guardian Training/ knowledge and/or equivalent combination of education and experience.
- Other courses or training seminars considered of benefit: project management, diving certification, water safety and first aid.
- A current SVOP and Motor Vehicle Driving License. 1 year of proven Fisheries Guardian work experiences relevant to First Nation Fisheries resources.
- Satisfactory Criminal Record Check.

Hiring organization

Tseshah First Nation

Number of Hires

Two positions

Employment Type

Seasonal October 1 to March 31

Job Location

5091 Tsuma-as Dr.,
Port Alberni, BC, V9Y 8X9

Working Hours

75 hours bi-weekly

Wage Range

\$24 / hour

Date Posted

September 17, 2025

Closing Date

October 1, 2025

Knowledge, Skills and Abilities

- General knowledge of office systems and use of computers, including: Microsoft Office, Excel, and other Fisheries database applications.
- Practical knowledge of the requirements of the Aboriginal Fisheries Strategy.
- Knowledge of Tseshaht Fishing and Fisheries history, including traditional ways, culture and spiritual beliefs.
- Fully familiar with Tseshaht First Nations fisheries and knowledge of fish species.
- Good communication and conflict resolution skills.
- Able to interact positively and display integrity when dealing with membership, fisherman, DFO and the public on fishery guardian matters.
- Able to work independently with minimal day-to-day supervision as well as working within a collaborative team framework.
- Genuine respect for Tseshaht First Nation culture and protocols.

WORKING CONDITIONS

- Work is primarily performed outdoors in all weather conditions.
- Regular bending, lifting, standing, stooping, climbing is required.
- Working irregular hours, including extended work days and weekends and by effective scheduling of available resources.

HOW TO APPLY

Submit a cover letter, resume and three (3) current references to:

Tseshaht First Nation, Attention: Thomas Hleck, Executive Director
by mail: 5091 Tsuma-as Drive, Port Alberni BC, V9Y 8X9; or
by email: apply@tseshaht.com