



GWA'SALA - 'NAKWAXDA'XW NATIONS

BOX 998 • 154 TSULQUATE RESERVE • PORT HARDY, BRITISH COLUMBIA, CANADA • V0N 2P0
PHONE: (250) 949-8343 • FAX: (250) 949-7402 • WEB: WWW.GWANAKNATIONS.CA

Fisheries Manager

Gwa'sala-'Nakwaxda'xw Nations (GNN)

Salary: \$80,000 - \$90,000 annually

Position Type: Full-Time, 12-Month Contract, with possibility of extension

Hours of Work: 35 hours per week

Location: Port Hardy, BC

Closing Date: November 9 2026

Join Our Team

The Gwa'sala-'Nakwaxda'xw Nations (GNN) is seeking an experienced and motivated Fisheries Manager to lead and coordinate the work of the GNN Fisheries Department.

This position plays an important role in supporting the protection, stewardship, and sustainable management of fisheries and marine resources within GNN Territory. The Fisheries Manager oversees fisheries programs, community food fish activities, the Guardian Watchmen Program, departmental staff, budgets, funding agreements, and related projects.

Reporting to the Lands and Resources Manager, the Fisheries Manager works closely with GNN Leadership, Administration, community members, government agencies, neighbouring First Nations, and other partners to advance GNN's fisheries priorities and provide advice on fisheries and marine resource matters.

This is an opportunity for a knowledgeable and collaborative leader who is passionate about fisheries, Indigenous stewardship, community food security, and protecting marine resources for future generations.

Key Responsibilities

The Fisheries Manager will:

- Lead and coordinate GNN fisheries, marine stewardship, conservation, monitoring, habitat, and related programs and projects.
- Plan and oversee GNN food, social, and ceremonial fisheries, including food fish harvesting, delivery, and community distribution.
- Manage and supervise Fisheries Department staff and the Guardian Watchmen Program, including work plans, priorities, field activities, training, monitoring, and reporting.



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- Monitor fisheries issues, regulations, openings, and management decisions affecting GNN's rights, interests, Territory, and community.
- Provide advice and recommendations to GNN Leadership and management on fisheries and marine resource matters.
- Develop and manage departmental budgets, projects, funding agreements, and operational resources.
- Identify funding opportunities and coordinate funding applications, project deliverables, and required reporting.
- Oversee fisheries monitoring, catch reporting, data collection, departmental vessels, vehicles, equipment, and safety requirements.
- Represent GNN at fisheries meetings, technical tables, working groups, and other forums.
- Develop and maintain positive working relationships with Fisheries and Oceans Canada (DFO), government agencies, First Nations, fisheries organizations, technical professionals, and other partners.

Qualifications

Education

- Post-secondary education in Fisheries, Biology, Marine Biology, Environmental Science, Natural Resource Management, Indigenous Resource Management, or a related field.

Experience

- Minimum three (3) years of relevant experience in fisheries, marine resources, stewardship, natural resource management, or a related field.
- Minimum three (3) years of supervisory or management experience, including responsibility for staff, projects, budgets, or operational activities.
- Experience working with Indigenous communities, organizations, or governments.
- Experience managing funding agreements, grants, budgets, and reporting requirements is considered an asset.

Knowledge, Skills & Abilities

- Strong knowledge of fisheries, marine stewardship, conservation, monitoring, and resource management.
- Strong leadership, organizational, communication, and relationship-building skills.
- Ability to manage staff, projects, budgets, deadlines, and competing operational priorities.
- Ability to communicate and work effectively with community members, Leadership, government agencies, First Nations, and external partners.



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- Knowledge of GNN Territory, community, culture, and fisheries priorities is considered a strong asset.
- Strong written communication, reporting, and administrative skills.

Working Conditions

- Combination of office, field, marine, and outdoor work environments.
- Flexibility in working hours is required for fisheries openings, harvesting activities, field work, meetings, and operational requirements.
- Travel throughout GNN Territory and surrounding areas may be required.
- Work may involve travel by vehicle and vessel and exposure to varying weather and marine conditions.

Conditions of Employment

- Valid BC Class 5 Driver's Licence.
- Satisfactory Criminal Record Check.
- SVOP, Marine First Aid, and Restricted Operator Certificate (Maritime), or willingness to obtain applicable certifications.
- Ability to travel and work flexible hours as required.
- Adherence to GNN policies, procedures, confidentiality requirements, and occupational health and safety standards.
- Successful completion of a three-month probationary period.

Why Join GNN?

This position offers an opportunity to make a meaningful contribution to the stewardship of GNN's fisheries, waters, and marine resources while supporting community food fisheries and the continued development of GNN's Guardian Watchmen Program.

The Fisheries Manager will work alongside a dedicated team focused on protecting GNN's Territory, supporting community priorities, and strengthening GNN's capacity to manage and steward its fisheries and marine resources.

How to Apply

Please submit your cover letter, resume and three (3) references to:

hr@gwanaknations.ca

Applications must be received no later than November 9 2026



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We thank all applicants for their interest; however, only those selected for an interview will be contacted.

Gwa'sala-'Nakwaxda'xw Nations is committed to advancing Indigenous employment and self-determination. Preference may be given to qualified Indigenous applicants in accordance with applicable employment and human rights requirements.