



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

Lands & Resources Manager

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

Salary: \$80,000 - \$105,000 annually

Position Type: Full-Time, Permanent

Hours of Work: 35 hours per week

Closing Date: August 21, 2026

Join Our Team

The Gwa'sala-'Nakwaxda'xw Nations (GNN) is seeking an experienced and motivated Lands & Resources Manager to provide strategic leadership in the stewardship, protection, and sustainable management of our traditional territories and natural resources. Reporting directly to the Chief Administrative Officer (CAO), this position oversees a diverse portfolio that includes forestry, fisheries, referrals and consultation, Coastal Guardian Watchmen, GIS and mapping, environmental monitoring, aquaculture monitoring, sawmill operations, and other land and resource initiatives. This is an exciting opportunity for a dynamic leader who is passionate about Indigenous stewardship, environmental sustainability, community engagement, and advancing First Nations rights, title, and interests.

Located on the northern end of Vancouver Island, the Gwa'sala-'Nakwaxda'xw Nations is a strong and growing First Nation committed to protecting its lands, waters, culture, and resources while creating opportunities for future generations through responsible stewardship, economic development, and self-governance. The Lands & Resources Department plays a vital role in ensuring that GNN's rights, interests, and traditional knowledge are reflected in decisions affecting the Nation's territory and future.

Key Responsibilities

The Lands & Resources Manager will:

- Provide overall leadership, direction, and management of the Lands & Resources Department.
- Supervise and support departmental managers, coordinators, technicians, and field staff.
- Oversee departmental budgets, funding agreements, work plans, and reporting requirements.
- Lead the review and response process for referrals, consultation requests, and development proposals within GNN territory.
- Coordinate engagement with government agencies, industry proponents, neighboring First Nations, and partner organizations.
- Support the protection of culturally significant sites, traditional use areas, environmental values, and natural resources.
- Oversee forestry stewardship, restoration, rehabilitation, and resource management initiatives.
- Provide strategic oversight to the Fisheries Manager and support fisheries-related planning and partnerships.
- Oversee the Coastal Guardian Watchmen Program, GIS and mapping initiatives, aquaculture monitoring, environmental programs, and sawmill operations.
- Support treaty implementation initiatives, rights and title priorities, and resource governance activities.
- Participate in negotiations and implementation of resource agreements, partnerships, and economic development opportunities.
- Coordinate departmental participation in emergency preparedness and environmental response initiatives affecting GNN territory.
- Prepare reports, recommendations, and presentations for Chief and Council.
- Build strong relationships with community members, Elders, leadership, governments, and industry stakeholders.



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

Qualifications

Education

- Degree or Diploma in Natural Resource Management, Forestry, Fisheries, Environmental Science, Indigenous Governance, Geography, Land Use Planning, or a related field.
- An equivalent combination of education, training, and experience may be considered.

Experience

- Minimum five (5) years of progressively responsible experience in lands and resources, environmental management, forestry, fisheries, stewardship, Indigenous governance, or a related field.
- Minimum three (3) years of supervisory or management experience.
- Experience managing multiple programs, budgets, staff, and funding agreements.
- Experience working with First Nations governments, consultation processes, and resource development matters.
- Experience securing and administering grants and project funding.
- Experience participating in negotiations, resource agreements, or government-to-government processes is considered an asset.

Knowledge, Skills & Abilities

- Strong understanding of Indigenous rights, title, consultation, accommodation, and stewardship principles.
- Knowledge of forestry, fisheries, environmental management, and land use planning processes.
- Excellent leadership, organizational, project management, and problem-solving skills.
- Strong written, verbal, and interpersonal communication abilities.
- Ability to analyze technical reports and make sound recommendations.
- Ability to establish and maintain positive working relationships with diverse stakeholders.
- Strong budgeting, planning, and administrative skills.
- Proficiency in Microsoft Office, Xyntax, Sage Intacct, and related computer applications.

Working Conditions

- Combination of office, field, marine, and outdoor work environments.
- Travel throughout GNN territory and surrounding regions is required.
- Occasional evening and weekend work may be required.
- Exposure to varying weather conditions and remote field locations.

Conditions of Employment

- Satisfactory Criminal Record Check.
- Valid Class 5 BC Driver's Licence and acceptable driver's abstract.
- Ability to travel and work flexible hours as required.
- Adherence to all GNN policies, procedures, confidentiality requirements, and occupational health and safety standards.



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

Why Join GNN?

GNN offers the opportunity to make a meaningful impact on the stewardship and future of our traditional territories while working alongside a dedicated team committed to protecting our lands, waters, culture, and resources.

We offer:

- Competitive salary.
- Comprehensive benefits package.
- Pension program.
- Professional development opportunities.
- A collaborative and supportive work environment.
- The opportunity to contribute to the long-term success of the Gwa'sala-'Nakwaxda'xw Nations.

How to Apply

Please submit your cover letter and resume to hr@gwanaknations.ca no later than **August 21, 2026**.

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. In accordance with Section 42 of the British Columbia Human Rights Code, preference may be given to qualified Indigenous applicants.