



**Exciting Career Opportunity**  
**Earth Keeper**  
**Closing Date: October 7, 2021**

**General Description:**

Under the direction of the Fisheries Department, the Earth Keeper in Sipekne'katik will implement critical stewardship initiatives, work to strengthen culture, identity and traditions through land-based learning, and educate on Mi'kmaq rights and responsibilities. Earth Keepers will act as the eyes and ears of the community of Sipekne'katik on the land, in order to observe and report all activities that are contrary to the conservation and stewardship of the land, waters, and species that have been identified as priorities by the community. Earth Keepers will protect and steward places of cultural significance and will monitor of lands, waters and natural resources that may be impacted by future construction and development activity. The Sipekne'katik Earth Keeper will work with and for the Sipekne'katik community and, in addition, will receive support and training from the Nuji Kelo'toqatijik Earth Keeper Network.

**Responsibilities:**

- Identifying Species at Risk and culturally significant sites. This includes gathering information from Elders, youth, Knowledge Keepers, and community members on Species at Risk concerns and culturally significant sites.
- Determining a Remediation Plan to protect and steward these sites and return them to a state of environmental viability, (e.g addressing pollution; littering; vandalism; and over-harvesting of wildlife in these sites), recommending the remediation plan of these areas to Sipekne'katik Chief and Council, as required.
- Creation of the Sipekne'katik Stewardship Plan. The Sipekne'katik Stewardship Plan will be comprised of activities relating to: Species at Risk, culturally significant sites, Sipekne'katik community cultural trail maintenance, Debert trail maintenance and Forestry Management Plan, and River Philip fish monitoring. This plan will address concerns in the Sipekne'katik community, and across Mi'kma'ki, especially in areas of concern (Debert and River Philip).
- Hosting land-based learning sessions. The Earth Keeper hosts seasonal land-based learning sessions (summer, fall, winter). The fall session will be incorporated into the community youth moose hunt.
- Conducting necessary river monitoring. The Earth Keeper may conduct fish surveys on salmon and trout on the River Philip, and striped bass surveys on the Shubenacadie River.
- Evaluating and working to fill knowledge gaps in the community on Mi'kmaq rights and responsibilities, culture, personal impacts on environment, fire safety, on-the-land safety, ethical and sustainable harvesting practices of wildlife and non-timber forest products (i.e Mi'kmaq law of netukulimk), and good land-based practices (e.g leave no trace principles), through informative newsletters, school presentations, and other avenues of communications.
- Reporting evidence of any activity or discovery to the appropriate provincial and federal agencies, that are of a nature beyond the scope of Earth Keeper responsibilities or authority (e.g. poaching, vandalism to archeological sites, the discovery of burial sites and remains)
- Acting as role models to youth, providing education to youth through land-based learning and training, and encouraging the input of youths' ideas in the development of cultural projects.
- Working with Elders to collect, protect and facilitate the transmission of Mi'kmaq Knowledge.
- Incorporate opportunities to rebuild bonds of healthy family life through land-based learning, that lead to a sense of pride and empowerment.
- Supporting the Sipekne'katik Striped Bass Derby and provide assistance where required.
- Monitoring and maintaining the Sipekne'katik Community Cultural Trail as needed.
- Supporting the Treaty Day activities including cultural events on the land.



- Presenting on Earth Keeper progress at the Sipekne'katik Annual General Assembly.
- Participation in Plamu (salmon) release with partners at Confederacy of Mainland Mi'kmaq.
- Undergoing necessary Earth Keeper Training, such as: Natural Resources Training Group Environmental Monitoring Skills course, First Aid, etc.
- Other related duties as determined by supervisor.

### **Performance Measurements**

Performance will be measured on a number of aspects, including, but not limited to:

- Submission of detailed, and accurate reports, when required and within scope of requirements
- Management of and the completion of activities as outlined within the job description and any other associated workplans
- Management of all activities in a timely and culturally sensitive manner

### **Qualifications and Competencies**

#### **EDUCATION/CERTIFICATION/EXPERIENCE:**

The following qualifications are desired:

- Mi'kmaq Knowledge and values on environmental stewardship
- Experience in the environmental field
- Post-secondary education in environmental stewardship will be considered but not required
- Experience working in or with First Nation communities
- Experience working in a fast-paced environment
- A keen interest and passion for environmental stewardship

#### **SKILLS/ABILITIES/KNOWLEDGE:**

- Knowledge of current First Nation community challenges and opportunities relating to Environment
- Understanding of issues related to the gathering and sharing of Mi'kmaq Knowledge
- Knowledge of traditional Mi'kmaw values approaches regarding resource management
- Good understanding of the Indian Act and Mi'kmaq Aboriginal and Treaty rights
- Knowledge of natural resources and environmental issues of concern to Mi'kmaq communities
- Ability to work effectively with other departments, levels of government, industry and the public
- Demonstrated ability to work on multi-discipline teams, or independently, and meet deadlines
- Excellent facilitation, problem resolution and consensus building skills
- Excellent communication skills, written and spoken
- Strong work ethic and ability to work in an environment requiring discretion and confidentiality
- Proficiency in MS Office (Word, Excel, PowerPoint and Outlook etc.)
- High values in teamwork, client service and professionalism
- Ability to apply creativity and innovative thinking to community focused solutions
- Demonstrated strong initiative, motivation, conscientiousness and dedication
- Is able to work unsupervised with a high level of productivity with the ability to seek and take direction
- Ability to be adaptable, flexible, manage multiple priorities to ensure clients are well served and relationships are developed and maintained
- Ability to think analytically and critically while problem solving to identify specific needs and potential solutions
- Ability to manage time and various activities effectively and efficiently



- Able to develop relationships and this will include strong interpersonal and communication skills, both written and verbal, collaboration, persuasion, conflict resolution, and active listening
- Ability to work independently and in a team environment
- Ability to coordinate many tasks, people and competing priorities
- Ability to think strategically and able to look at the larger picture

#### **Additional Position Requirements:**

- Time in the office in front of a computer is required, in addition to experience using the Microsoft suite of products
- Travel within Nova Scotia will be required
- It is physically demanding (Example: required to walk through challenging landscapes for field work, use field gear, etc.)
- There is an occasional requirement to work outside of normal working hours due to the requirements of the member communities and clients, and the nature of field work
- Willing and able to work in all weather conditions, in and around water
- Have a successfully completed Criminal record check
- Being a fluent or proficient Mi'kmaw language speaker and writer is an asset
- Have a valid driver's license and reliable transportation
- If all qualifications are equal, preference will be given to persons of Indigenous ancestry

Please apply with a **resume, cover letter** and **criminal records** check to:

Human Resources Department

Email [employmentapplication@sipeknekatik.ca](mailto:employmentapplication@sipeknekatik.ca)

Or

Mail/drop off: 522 Church Street, Indian Brook, NS B0N 1W0

*We are an equal opportunity employer; however, qualified Aboriginal applicants will be given priority in accordance with the Aboriginal Employment Preference Policy of the Canadian Human Rights Commission. The Band will not assume any expenses related to any job application process, included but not limited to travel, relocation, and application development. Please note certain positions come with mandatory employee benefits. **Only those applicants who qualify for an interview will be contacted.***