



Association de gestion halieutique autochtone Mi'gmaq et Wolastoqey (AGHAMW)  
Mi'gmaq Wolastoqey Indigenous Fisheries Management Association (MWIFMA)  
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## Employment opportunity

# Project Managers (2)

The Mi'gmaq and Wolastoqey Indigenous Fisheries Management Association (MWIFMA) is looking for two Project Managers to coordinate its new project **to restore American Eel habitat connectivity and restore thermal refuges for Atlantic salmon**. The project has two parts. The first part aims to continue the work to restore the connectivity of the habitat of the American eel (*Anguilla rostrata*) on the Mi'gmaq and Wolastoqey territory, which began in 2018. The second part consists of identifying, enhancing, protecting and restoring thermal refuges on major salmon rivers in our territory.

### Task description

#### 1. Research and Development:

- Coordinate the implementation of the American Eel habitat connectivity restoration project and the restoration of thermal refuges for Atlantic salmon according to the terms and work plan of the agreement;
- Plan research budgets and ensure budgetary monitoring of the projects for which he/she is responsible;
- Plan material and human resources needs within the framework of research projects;
- Determine and revise research protocols, as needed;
- Conduct inventories and field work and ensure the acquisition and entry of field data;
- Perform the statistical processing of data and the analysis of the results of research projects, as defined in the protocols;
- Write project reports and present the results in an appropriate context;
- May be required to supervise other employees, eg students, interns, field assistants, seasonal and casual field workers;
- Conduct interviews with community members to document local knowledge and Mi'gmaq and Wolastoqey traditional knowledge, according to designated protocols;
- Stay abreast of technological advances in the field of science and their application to Indigenous fisheries and aquaculture;
- Become familiar with the cultural, traditional and economic activities of member communities in relation to the management and conservation of fisheries resources;
- Work diligently with other team employees to ensure the effective conduct of MWIFMA programs and services. Note that other team members already have tasks assigned in both parts of this large project, so collaboration will be required;
- Write grant applications and participate in other related tasks as required by management.

#### 2. Collaborative Management :

- Establish professional working relationships with band council staff in the communities served by the MWIFMA, professional fishers, Fisheries and Oceans (DFO) staff, and other community stakeholders and consultants;
- Collaborate in the community consultation process and communicate information concerning the management and conservation of fisheries resources;
- Participate, if necessary, in the collaborative management committees organized by the DFO and support the position as well as the management processes of the indigenous fishers to whom the MWIFMA reports;
- Provide research and consulting services as commissioned by the direction.

#### 3. Communication:

- Write research reports and information releases;
- Contribute to MWIFMA newsletters, social media and website;

- Review the scientific literature, summarize the state of current knowledge, and identify knowledge acquisition needs;
- Collaborate with management to deliver the expected products and meet the requirements of the funded programs from which MWIFMA benefits.

#### **4. Awareness:**

- Participate in the development and delivery of educational activities and awareness workshops within the communities served by the MWIFMA;
- Identify opportunities related to natural resources that can benefit Indigenous youth;
- Contribute to the production of materials with a mandate to inform community members about the management and conservation of aquatic and ocean ecosystems.

### **Qualification profile**

#### **Education**

Undergraduate university education completed in a field relevant to the position, either in marine biology, ecology, natural or fisheries resource management or even geomorphology. A bachelor's degree (undergraduate degree) is minimal. A master's or doctoral degree (graduate or postgraduate) are assets.

#### **Experience**

At least 1 year of experience in project management.

#### **Skills**

- Knowledge of First Nations communities
- Knowledge of the fisheries and oceans environment is an asset
- Ability to manage research projects
- Very good knowledge of written and spoken French and English
- Mastery of the MS Office environment
- Relevant knowledge on eel, salmon, restoration of coastal habitats, thermal refuges, geomatics, etc.

#### **Personal qualities**

- Autonomy
- Teamwork
- Excellent analytical, synthesis and writing skills
- Very good knowledge of written and spoken French and English.

#### **Specific working conditions**

- Permanent full-time job (35h per week)
- Flexible schedule and possibility of teleworking
- Travel required for fieldwork, conferences, meetings, etc.; Travel expenses covered by MWIFMA.

**Work conditions and remuneration:** MWIFMA employees enjoy excellent working conditions with competitive benefits, including two weeks off at Christmas, 35-hour work weeks with a 32-hour summer schedule, an insurance plan (life, health, dental) and a pension plan. Remuneration will vary depending on the experience and qualifications of the successful candidate. Salary scale in place with starting salary at 30.85\$. Travel required for field work, conferences, meetings, etc. at the expense of the employer. Candidates from an Indigenous community will be given preference in hiring, although all qualified candidates are encouraged to apply. The place of work will be determined according to his place of residence, but must be located on the territory of the MWIFMA. Flexible schedule with the possibility of telecommuting.

**Duration:** The mandate will begin in the fall of 2023 and continue until March 31, 2027, with the possibility of renewal thereafter depending on funding opportunities.

**To apply:** Please send your curriculum vitae and a letter of intent to Dr. Catherine Lambert Koizumi, **no later than October 15, 2023**, at the following email address: [catherine.lambert@aghamw.ca](mailto:catherine.lambert@aghamw.ca).

*Please note that only candidates selected for an interview will be contacted.*

*Thanks for your interest! Wela'lieg! Woliwon!*