



MOHAWKS OF THE BAY OF QUINTE

KENHTEKE KANYEN'KEHÁ:KA

HUMAN RESOURCES, ADMINISTRATION OFFICE
24 Meadow Drive, Tyendinaga Mohawk Territory, ON K0K 1X0
Phone 613-396-3424 Fax 613-396-3627
Website: www.mbq-tmt.org

EMPLOYMENT OPPORTUNITY

Position Title: Traditional Walleye Harvest Managers

Posting Type: Internal

Program: Environmental Department

Location: Tyendinaga Mohawk Territory, ON

Position Type: Part Time

Duration: Term Position (approximately 6 weeks – 4 positions available)

Posting Closes/Deadline: March 12, 2024, at 11:59 p.m.

Tentative Interview Date: March 19, 2024

Start Date: March 25, 2024

Salary Range: Pay Grade Level A (\$36,712 ~ \$41,288 Annual Salary Range)*

*Based on a 40-hour work week

About Us:

Mohawks of the Bay of Quinte (MBQ) is a vibrant First Nation community located on the beautiful shores of the Bay of Quinte. We are located approximately 20 minutes from Belleville, ON and centrally located between Toronto and Ottawa. There are approximately 11,000 registered members with approximately 2200 residing in Tyendinaga. MBQ is an employer that prides itself on diversity and fairness, providing a progressive working environment that fosters culture, positivity, and growth.

Position Summary:

Position is responsible for providing traditional harvest education, assistance, and monitoring at traditional harvest sites. Responsibilities include visiting traditional harvest locations to record presence of fishermen, record relevant data, provide education, assistance, and monitoring. Duties will include teaching the milking process, properly milking, and fertilizing as many fish as possible, returning eggs to the water, and monitoring/recording activity. Monitoring the harvest is to ensure that the harvest occurs traditionally and responsibly.

Reporting:

This position will report to the Environmental Services Supervisor.

Summary of Main Responsibilities:

- ✧ Approaching ALL persons entering or preparing to enter water to spear to provide traditional knowledge associated with spearing and milking practices.
- ✧ Properly providing traditional milking, fertilizing and egg placement demonstrations to groups of harvesters (especially those unfamiliar with the process)
- ✧ Properly milking, fertilizing, and returning the eggs of as many fish as possible. One must respectfully communicate with harvesters to access their harvest.
- ✧ Communicating with harvesters to confirm that they are Indigenous, gathering band number, and home territory. With the harvesters' consent, recording and reporting this information and all responses.
- ✧ Reporting any incidents to the proper authorities (Please note, harvest managers are not responsible for intervening on conflicts).

- ☞ Maintaining a daily log documenting information, such as, number of harvesters, number of milked fish, number of fish harvested, sex of fish harvested and the average weight.
- ☞ Ensuring that weekly timesheets and reports are filled out and handed to the supervisor.
- ☞ Performing other duties as required.

Requirements:

- ☞ Interest in fish, wildlife and the environment is an asset
- ☞ Must provide a satisfactory CPIC (documentation will be required if successful applicant)
- ☞ First Aid and CPR an asset
- ☞ Valid Driver's License and reliable vehicle with proof of valid vehicle insurance

Knowledge, Skills, and Abilities:

- ☞ Knowledge of traditional fish "milking" techniques, or willingness to take training and learn how to milk fish.
- ☞ Ability to properly and safely obtain and record data.
- ☞ Ability to maintain data collection sheets.
- ☞ Excellent written and verbal communication skills and public relation skills.
- ☞ Ability to share knowledge of traditional fish "milking" techniques.
- ☞ Ability to work in all a variety of weather, including cold and rain.
- ☞ Ability to walk on uneven terrain.

Behavioural Competencies:

- ☞ Must be an empathetic and non-judgemental person.
- ☞ Must maintain strict confidentiality.
- ☞ Be honest, respectful, and trustworthy.
- ☞ Possess cultural awareness and sensitivity.
- ☞ Be creative and flexible.
- ☞ Demonstrate sound work ethic.
- ☞ Demonstrate keen attention to detail.

Application Process:

If you are interested in this opportunity and possess the above list of qualities and requirements, please forward your resume and cover letter via mail, email, fax or in person to:

<p>By Mail:</p> <p>Mohawks of the Bay of Quinte 24 Meadow Drive Deseronto, ON K0K 1X0 ATTN: Careers</p>	<p>By Fax: 613-396-3627</p> <p>By Email: careers@mbq-tmt.org</p>
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For more information or a detailed job description, please contact Human Resources at (telephone) 613-396-3424 or (email) careers@mbq-tmt.org

To find out more about Mohawks of the Bay of Quinte, please visit our website at www.mbq-tmt.org

- ☞ *Internal Postings are for members of MBQ or active employees only*
- ☞ *The tentative interview date(s) are subject to change and are posted for planning purposes only*
- ☞ *MBQ is grateful for all who show interest in our First Nation and take the time to apply, however, only those chosen for an interview will be contacted*
- ☞ *Late applications will not be considered*
- ☞ *MBQ is an equal opportunity employer, as well, MBQ references Canada's Aboriginal Employment Preferences Policy*
- ☞ *MBQ is currently conducting interviews via Microsoft Teams and follows all Community Health guidelines as they relate to COVID-19*