



Nikanêse Wah tzee
Ensuring Caribou Futures

POSITION DESCRIPTION

Restoration Director

Work Location: Hybrid with frequent travel to sites between Mackenzie and Chetwynd

Position Status: Salary, Full-time

Job Type: Permanent

Job Location: Hybrid. Office home with frequent field visits (MacKenzie / Chetwynd / Moberly Lake, BC)

Overview

The Nîkanêse Wah tzee Stewardship Society is an Award-Winning not-for-profit indigenous led conservation organization jointly established by West Moberly and Saulteau First Nations. The Society's mission is to restore caribou populations to levels that can sustain traditional harvesting by its members according to their Treaty 8 rights in British Columbia.

In 2020, the Governments of British Columbia and Canada, together with West Moberly First Nations and Saulteau First Nations, signed the historic Caribou Partnership Agreement to protect southern mountain caribou in northeastern British Columbia while supporting the social and economic well-being of local communities. The agreement led to the establishment of the approximately 2,000 km² Klinse-za (Twin Sisters) Provincial Park and the protection of an additional approximately 6,000 km² of habitat outside the park. Together, these protected areas are fundamental to restoring and maintaining the habitat needed to support a self-sustaining population of southern mountain caribou.

One of the Society's primary objectives is to restore linear disturbance features (e.g., roads, seismic lines, and fire guards) to accelerate ecological recovery and reduce their use as travel corridors. Limiting access along these features helps minimize disturbance to caribou and reduces predator movement into caribou habitat.

Nîkanêse Wah tzee

GENERAL POSITION SUMMARY

The Nîkanêse Wah tzee Stewardship Society is seeking a collaborative and results-driven Director to lead the development and implementation of ambitious restoration initiatives within the Klinse-za Park and surrounding protected areas. Working in partnership with the Executive Director and Science Lead, the Director will provide strategic leadership for the development and delivery of a multi-year caribou habitat restoration program. Key responsibilities will include planning and implementing restoration treatments, managing program budgets, engaging and negotiating with stakeholders, and leading grant development, administration, and reporting.

ESSENTIAL JOB RESPONSIBILITIES

Strategy, Grants and Reporting

- Lead the development and implementation of the Society's multi-year caribou habitat restoration program, aligned with the Society's strategic priorities and objectives.
- Integrate Traditional Ecological Knowledge (TEK) with Western scientific approaches to inform restoration planning, decision-making, and adaptive management.
- Collaborate with the Science Lead and Executive Director to ensure restoration treatments are scientifically robust, effectively monitored, and achieve intended outcomes.
- Establish Key Performance Indicators (KPIs) and performance measures to evaluate restoration progress and outcomes.
- Develop and implement processes for funding allocation, project monitoring, impact evaluation, and program reporting.
- Develop new funding opportunities and manage existing grants, ensuring effective administration, compliance, and timely reporting.

Implementation, Impact, and Health & Safety

- Provide strategic oversight for the planning, implementation, and evaluation of restoration activities, including:
 - Ecological and functional habitat restoration treatments.

- Watershed and drainage restoration and maintenance.
- Remediation of any degraded and contaminated sites.
- Prepare RFPs packages and manage contractor works.
- Ensure all restoration activities are delivered in compliance with internal policies, statutory health and safety requirements, regulatory obligations, and industry best practices.

HR / Team Management

- Build, lead, and manage the Restoration Team, fostering a collaborative, transparent, culturally respectful, and high-performing work environment.
- Lead the development of procurement processes, including tender preparation, contractor selection, and contractor management, to support effective delivery of restoration activities.

Representation & Governance

- Engage and collaborate with key stakeholders, including government, First Nations, industry, interest groups, and local communities, to support meaningful consultation and alignment throughout the restoration process.
- Develop and maintain strong relationships with local stakeholders to understand current and emerging priorities, expectations, and perspectives, enabling adaptive and responsive program delivery.
- Represent the Society at relevant meetings, conferences, and professional networks (including communities of practice) to build partnerships, promote the Society's work, exchange knowledge, and identify opportunities for collaboration and continuous improvement.
- Contribute to newsletters, website content, and social media communications to promote the Society's work, advance its interests, and increase public awareness and engagement.

SUPERVISORY RESPONSIBILITY

The Restoration Director will lead and manage a team of field coordinators (team structure to be determined) and oversee the procurement, selection, and management of contractors responsible for implementing restoration activities.

ACCOUNTABILITY

Reports Directly to: Executive Director

Works Directly with: Science Lead, First Nations Technical Staff, Land Guardian Supervisors, Land Guardians.

KNOWLEDGE & EXPERIENCE

- Master's degree in environmental science, ecology, natural resource management, or related field.
- 7–10 years of ecological restoration experience, including 5+ years in senior leadership roles.
- Proven experience managing restoration programs and complex multi-party initiatives.
- Experience building team capacity and fostering a created and learning environment.
- Experience working for an Indigenous led conservation organization and asset.

Strong knowledge of:

- Ecological restoration methodologies and mountain caribou ecology.
- Environmental legislation and permitting processes in B.C. and Canada.
- Grant proposal development (institutional/private);
- RFPs and contract management;
- BC / Federal Government agencies, regulators, and external partners.
- Project governance.
- Health & Safety management systems.

Understanding of:

- UNDRIP, DRIPA and Treaty 8 First Nations;
- Intergovernmental partnership agreement: central group Southern Mountain Caribou (an asset)
- Regulatory requirements.
- Consent and cultural protocols.

SUCCESS FACTORS

Demonstrated ability to:

- Build collaborative partnerships.
- Work effectively with Indigenous communities and governments.
- Navigate complex stakeholder environments.
- Apply cultural safety principles.
- Achieve consensus and deliver results.

TRAVEL

- Frequent travel to the field located between Mackenzie and Chetwynd, BC during the implementation of restoration treatments.
- Occasional visits to meetings, workshops.

COMPENSATION

- Competitive salary (range \$90,000-\$120,000 depending on qualifications and experience);
- Employee benefits include:
 - extended health;
 - generous paid time-off package;
 - four weeks of vacation;
 - RRSP matching program.