



EMPLOYMENT OPPORTUNITY

Confederacy of Mi'kmaq Nations

Department of Aquatic Resources and Fisheries Management (DARFM)

Treaty Rights Protected (TRP) Compliance Monitor

About CMN

Confederacy of Mi'kmaq Nations (CMN) is a Tribal Council representing the eight Mi'kmaq communities of mainland Nova Scotia. Our mission is to proactively promote and assist Mi'kmaq communities' initiatives towards self-determination and enhancement of community. CMN's Department of Aquatic Resources and Fisheries Management (DARFM) is currently looking for a motivated and knowledgeable candidate to fill the role of **Treaty Rights Protected (TRP) Compliance Monitor**.

Position Overview

Reporting to the TRP Fisheries Manager, the TRP Compliance Monitor supports the protection and implementation of the Treaty Rights Protected fishery by monitoring activities on the water and ensuring that harvesters are following community-based rules, authorization terms, and conservation measures. Fisheries Monitors play a key role in upholding respect for Mi'kmaq fisheries laws and contribute to safe, lawful, and accountable fisheries operations, working closely with the TRP compliance and engagement team to ensure that on-water observation, harvester engagement and data collection are carried out consistently and accurately.

Overview of Responsibilities:

- Conduct patrols during active fishing seasons.
- Monitor gear usage, tag placement, vessel activities, and catch documentation.
- Observe and record adherence to TRP authorizations and harvest guidelines.
- Educate harvesters on compliance requirements and provide support where clarification is needed.
- Promote respectful and constructive interactions when addressing concerns.
- Maintain accurate logs of daily patrols, incidents, and observed activities.
- Report violations and concerns directly to the TRP Fisheries Manager.
- Contribute data for management and oversight purposes.
- Support the issuance of compliance measures, including verbal warnings or written notices, in alignment with TRP enforcement protocols.
- Work alongside Engagement Facilitators to share insights and address emerging harvester concerns.
- Support enforcement strategies developed by the TRP Fisheries Manager.

Position Requirements:

- Post-secondary degree or diploma in management, science, education, enforcement or a related field, and/or two years of relevant working experience in a related field.

- Education and experience in the field of scientific research, fisheries monitoring or enforcement.
- Experience working in or with First Nation communities.
- Experience working in a fast-paced environment.
- Knowledge of Mi'kmaw fisheries, Netukulimk principles, and Treaty Rights.
- Strong interpersonal and conflict resolution skills.
- Experience in enforcement, compliance, or natural resource monitoring preferred.
- Ability to collect and maintain accurate records.
- Familiarity with boating safety and fishing gear is an asset.
- Mi'kmaq language and cultural knowledge considered a strong asset.
- Must be able to work independently and as part of a team.
- Valid driver's license and ability to travel by land or watercraft.
- Field-based work requires frequent travel and time outdoors.
- Evening and weekend shifts required during fishing seasons.
- Monitoring and enforcement-support activities must be conducted with respect, discretion, and cultural integrity.

Why work with us?

Confederacy of Mi'kmaw Nations (CMN) is well known throughout Canada as a professional organization that is committed to providing a pleasant and healthy working environment for all its employees. As an organization, we understand that a great work/life balance is essential to success. As a full-time employee you can expect:

- An atmosphere that is both professional and family oriented.
- Enrollment in the organization's benefits packages on your first day of employment with no waiting period, which includes Health & Dental, and Employee & Family Assistance Program (EFAP).
- Generous amounts of paid time off (Paid Statutory Holidays plus St. Anne's Day and Aboriginal Day, Summer Shutdown (2 weeks), Christmas Shutdown (roughly 2 weeks), plus 1 week of discretionary vacation time (up to 2 weeks with 10 years of service).
- Social Committee, Staff Days, Staff Knowledge Days, etc.

If you would like to join the CMN Family, please see below on how to apply for this position.

Salary/Employment Term:

Salary Range: \$49,071 - \$68,700 per year. This is a one-year probationary contract with opportunity for renewal..

Application Deadline: Open until position is filled

Submit Cover Letter AND Resume to:

Human Resources
c/o Confederacy of Mi'kmaw Nations
PO Box 1590, Truro, Nova Scotia B2N 5V3
Email: HR@cmmns.com

*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. **Only those applicants who provide an up-to-date CV along with a cover letter and qualify for an interview will be contacted.** The successful candidate may be required to submit a current criminal record check. **Candidates must be legally entitled to work in Canada. Proof of work authorization will be required upon offer of employment.***