

Percy Walkus Salmon Enhancement Facility

The Percy Walkus Salmon Enhancement Facility, located in Rivers Inlet, Oweekeno Village, is seeking an adventurous and self-motivated manager to complete a dynamic team. This privately funded and DFO approved salmon enhancement facility was completed in August of 2016 and is currently in the third year of operation. The management objective is to utilize salmon enhancement and critical stock assessment to achieve goals of sustainability, recovery and the rebuilding of identified priority stocks in Rivers Inlet. The hatchery manager will be responsible for, but not limited to, all day to day activities regarding production, maintenance, staffing and matters affecting the successful operation of the facility. The successful candidate will be employed by the Pacific Salmon Foundation and will work in a close partnership with the Wuikinuxv Nation, sport fishing sector, the Department of Fisheries and Oceans, as well as volunteers.

The position is camp based and will require flexible shifts of approximately 2-3 weeks at a time; depending on the time of year and production levels. Clean and comfortable accommodation is provided by the employer and is located onsite at the hatchery facility. Meals and travel to Rivers Inlet are covered by the employer.

Position Title	Hatchery Manager
Duration	Full time equivalent
Start Date	Immediately
Compensation	Salary based on experience/education (\$48,000-60,000); comprehensive benefits plan, housing, meals and transportation are covered by employer while in Rivers Inlet

Current Hatchery Production Goals – Targeted Releases:

~ 400k Chinook smolts (3 stocks)

~ 100k Chum smolts

Conditions of Employment

- Work experience, or formal training in salmon aquaculture and husbandry
- Ability to communicate in a clear and concise manner in both written and verbal format
- Willingness to live and work in a remote and sometimes shared residence for weeks at a time on a shift basis (depending on season and production level)
- Willingness and ability to perform standby and on call duties, requiring immediate response at the hatchery site
- Ability to plan yearly hatchery production, as well as delivery of day to day responsibilities to hatchery personnel
- Ability to work in remote locations, often in bear country and inclement weather conditions
- Willingness to travel for work by various means of transportation including: boat, helicopter, plane and truck
- Occupational First Aid Level 1 with Transportation Endorsement – must be willing to obtain
- Marine certification tickets: SVOP, MED A3, ROC-M – must be willing to obtain
- Swiftwater Rescue Technician (SRT1) training certificate – must be willing to obtain
- Possession of a valid BC Drivers License
- Valid P.A.L. – Possession Acquisition Licence for firearms

- Completion of a criminal record check – pending employers request
- Completion of a three-month probationary period upon hiring
- Must be able to handle physically demanding work (heavy lifting, netting and bucketing fish for transport, field work, etc.)
- Must be able and willing to work in and around swift water for adult broodstock capture and other programs

Education Requirements

Completion of a technical, University or College program that has relevance to salmon resource work, or a minimum of three years of related work experience

Experience

- Experience in a lead role managing fish culture operations or a combination of education and work experience related to salmon hatchery operation and best management practices in husbandry
- Data collection, computer programs (Microsoft Word, Excel) and common spreadsheets/forms that could be used in a fish culture operation
- Planning and executing field programs related to hatchery production
- Experience in salmon assessment projects such as adult enumeration and mark/recapture
- Operation and maintenance of equipment associated with fish culture operations: water pumps, generators, lab equipment, etc.
- Experience in construction, mechanical maintenance, electrical or plumbing trade work
- Experience working in a diverse group: First Nation, volunteers, Non-Government Organizations and Government Agencies
- Experience launching, trailering and operating boats ranging from 14-25 feet
- Confident working in and around swift water

Knowledge and Ability

- Knowledge of the biology, enhancement techniques and habitat requirements of Pacific Salmon
- Ability to work independently with little direction from the hatchery management board
- Knowledge of fisheries stock assessment activities
- Ability to make informed decisions regarding hatchery facility and production
- Knowledge of practices and standards within a salmon production operation that are key to success

Key Personal Suitability Attributes

- Effective interpersonal relationships
- Personal initiative
- Judgement and decision making
- Leadership and support

Asset Qualifications

- Degree, diploma, or certificate from an accredited university or training program in an environmental, resource management, aquaculture, or fisheries program
- Experience/training in jet boat operation
- Firearms Licence (PAL) and training (specifically shotgun)
- Bear safety training
- Trades ticket or training (mechanical, electrical, plumbing, etc.)
- Occupational First Aid Level 1 (OFA Level 1)

A cover letter and resume can be submitted by email or hard copy to the Percy Walkus Salmon Enhancement Facility

Hatchery Manager, Brydon Peace

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Percy Walkus Hatchery

Wuikinuxv Village

c/o Bag 3500

Port Hardy, B.C.

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Successful applicants will be contacted directly for an interview