



Indigenous Program Lead

Welcome to Clear Seas: a Canadian not-for-profit and independent research centre that provides impartial information on marine shipping to policy makers and the public. Through comprehensive research, communications, and Indigenous-focused programs, Clear Seas helps fill knowledge gaps and build capacity in this important sector. Being part of Clear Seas is a unique opportunity to help generate sound solutions to recognized issues and shape a safe, sustainable and inclusive ocean economy.

Join the Clear Seas team in delivering the Integrated Ocean Conservation & Shipping (IOCS) program and bring shipping perspectives into marine conservation and management decisions.

Funded through DFO's Ocean Management Contribution Program, the IOCS program will expand upon Clear Seas' existing [Indigenous Internship Program](#) and [Mapping Marine Traffic \(MMT\)](#) initiative, as well as create new opportunities for Indigenous communities to gain skills and capacity and contribute knowledge related to marine shipping and ocean conservation. New activities include the delivery of community workshops on topics related to marine shipping and ocean conservation, and community projects to advance the stewardship of marine areas and cultural values that are significant to Indigenous communities. The scope of this program is focused on Canada's Pacific region.

Our team is currently seeking an **Indigenous Program Lead** for the **Integrated Ocean Conservation & Shipping (IOCS) Program**, a new full-time position at Clear Seas created to support IOCS program activities. This is a unique opportunity to shape a new role, build partnerships with Indigenous communities and organizations, and support the expansion of Clear Seas' research partnership model to include community research.

KEY RESPONSIBILITIES

Reporting to the Director of Indigenous Programs and working in collaboration with multi-disciplinary project teams, the **Indigenous Program Lead** will connect and engage with Indigenous communities, support the design and delivery of community workshops, and support community research projects. This is a cross-functional and bridging role that will work

closely with Clear Seas teams in the areas of Indigenous Programs, Research and Knowledge Mobilization, and Strategy, supported by external contractors as needed. This role has several interconnecting focus areas:

Relationship Building

- Identify opportunities to build strategic relationships with Indigenous communities and organizations.
- Support the Director of Indigenous Programs in developing new partnership accords with Indigenous organizations to foster and support research partnership opportunities.
- Support the development of Clear Seas' community partnership process, following OCAP® principles or other relevant policies.
- Establish community partnership agreements and data-sharing agreements for community research projects.

Community Projects

- Work with Indigenous communities to co-develop research projects, including identifying, prioritizing and scoping research questions, establishing methodology and identifying team resources for community research projects.
- Establish project teams to complete community research projects, including Clear Seas staff, community staff members, and contractors.
- Support reporting on community research to incorporate a community-focused approach for the dissemination of results, where appropriate and supported by project partners.
- Provide mentorship support to participants in Clear Seas' Indigenous Internship program.

Community Workshops

- Establish workshop agreements with Indigenous communities.
- Organize, prepare for and deliver workshops with Indigenous communities on topics related to marine shipping and ocean conservation, supported by contracted facilitators and Clear Seas team members as needed.
- Document workshop findings, deliver workshop results to community and Clear Seas team, and lead follow-up engagement with workshop participants.

Project Management

- Manage and monitor contracts and deliverables, including administering tracking of eligible expenses, distribution of funding, and reporting to funders.

Other Related Tasks

- Participate in Clear Seas' internal Reconciliation process.
- Work autonomously and collaboratively across departments.
- Travel and occasional work outside of regular office hours will be required.
- Perform all duties in compliance with Clear Seas policies and directives, participate in maintaining a positive, respectful work environment and assist in common tasks to maintain a high standard of occupational health and safety.

QUALIFICATIONS

You bring lived experience of Indigenous worldviews, cultures and values and you draw upon the values and principles from your own community and history. You can foster and maintain collaborative relationships with Indigenous community leaders, officials, agency representatives, and colleagues from other institutions, and you are able to motivate and influence a team to co-create with partners and strive for new and innovative approaches.

Your skills and experience include:

- Initiating and developing relationships with Indigenous communities and organizations.
- Recent experience working with or for Indigenous communities on Vancouver Island, in BC and/or communities across Canada.
- Equivalent work experience (7+ years) or education/training in Indigenous studies, social sciences, natural resource management, geography, environmental studies, or related field of study.
- Exposure to community research or research in partnership with Indigenous organizations, groups or communities; knowledge and awareness of Indigenous research practices and ethics and data management principles (OCAP) would be an asset.
- Demonstrating initiative and commitment to leading change and achieving results through curiosity, empathy, and positive action.
- Excellent interpersonal and communication skills.
- Project coordination or management skills.
- Knowledge of Canadian Indigenous history.
- Willingness to travel, as required.
- English is essential; bilingual French/English is an asset.

Other relevant skills and experience could also include:

- Scoping, conducting and managing field or desktop research; knowledge of participatory research methods and approaches.
- Knowledge of marine shipping, maritime and/or marine conservation sectors.

- Experience in knowledge translation and presentation of research to communities, researchers, and decision-makers.
- Demonstrated socio-cultural experience.

Pursuant to Section 42 of the BC Human Rights Code, preference will be given to members of the following designated group: Aboriginal Peoples. Candidates who wish to qualify for preferential consideration are encouraged to self-identify.

LOCATION

Clear Seas' team is working primarily remotely (at home) and meeting quarterly at the organization's downtown office in Vancouver, British Columbia. This position is open to interested candidates across Canada with a preference for those based in Canada's Pacific region.

COMPENSATION AND BENEFITS

\$70,000 – \$90,000 per year, depending on experience. Clear Seas also provides a comprehensive health benefits plan.

SUPPORTING A DIVERSE WORKFORCE

Equity, diversity and inclusion are essential to our goals of creating a great place to work and an inclusive maritime industry. We encourage applications reflecting diversity of sex, sexual orientation, gender identity or expression, racialization or ancestry, disability, political belief, religion, marital or family status, age, and/or status as a First Nation, Metis, Inuit, or Indigenous person.

HOW TO APPLY

Interested? Please submit your cover letter and resume to info@clearseas.org. The name of the PDF attachments should include the name of the position followed by your first and last name.

The position will remain open until filled.