



Wei Wai Kum

Wei Wai Kum First Nation Job Opening

Seasonal Guardian Watchman

Guardian Watchmen participate in the monitoring and protection of marine and terrestrial resources and habitats within the Wei Wai Kum First Nation traditional territory. The community-based WWKFN Guardian Watchmen Program has a presence throughout the territory through their patrols and acts as the eyes and the ears on water and land.

Wage: \$22.44 – \$27.90

Type: Full-time, Seasonal (June 2026 to November 2026)

Hours: 40 hours per week

Location & Work Environment: This position is based at the WWK Administration Office in Campbell River, located on the beautiful unceded territory of the Ligwítaxw people.

Reports to: Guardian Manager

This position is offered as Full-Time Seasonal employment from June 2026, until November 2026. There may be opportunities for casual or part-time work during the off-season; however, such opportunities are not guaranteed and will be dependent on operational needs and available funding.

Why This Role Matters

The Guardian Watchmen play a vital role in protecting and stewarding the lands, waters, cultural heritage, and natural resources of Wei Wai Kum First Nation territory. As the Nation's eyes and ears on the land, they help ensure that ecological and cultural values are respected, monitored, and preserved for future generations.

Through field observations, monitoring activities, and accurate reporting, Guardian Watchmen support informed decision-making and help uphold community policies, stewardship objectives, and applicable regulatory requirements. Their work contributes directly to the protection of culturally significant areas, wildlife, habitats, and traditional land uses.

Guardian Watchmen also serve as ambassadors for Wei Wai Kum First Nation, building positive relationships with community members, visitors, resource users, government agencies, and



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partner organizations. By maintaining an active presence throughout the territory, they promote responsible land use, strengthen community connections to the land, and support the Nation's ongoing leadership in environmental stewardship and cultural preservation.

What You'll Be Doing

Maintain Wei Wai Kum Presence throughout the Territory:

- Conduct patrols throughout territory on weekly basis (including occasional camp-based work out of Heydon Bay)
- Communicate with Supervisor on daily basis regarding patrol activities and location
- Act as an ambassador to visitors to the territory by providing information about the Wei Wai Kum Nation and territory, advising on safety issues, and informing visitors of relevant policies and regulations
- Regular engagement with visitors and users of the territory to sport fishers, tourists and other commercial tourism operators
- Respond to emergencies such as oil spills, fires, etc. that require immediate attention

Monitor and Report Resource Violations

- Being familiar with relevant community policies and provincial and federal government regulations (e.g. sport fishery, commercial fishery, forest development, pollution, hunting, etc.)
- While on patrol, monitor for violations to policies and regulation
- Respond professionally to violations in an appropriate manner by approaching resource users and providing relevant information and/or notifying appropriate enforcement agency (Band office, RCMP, DFO, MoE, CoastGuard, etc.)
- Document information about violations/infractions and maintain daily records while on patrol using standardized reporting form
- Prepare documentary evidence for court appearances and make court appearances if necessary
- Respond to community reports regarding illegal or suspicious activities in Wei Wai Kum territory

Monitor Health of Priority Ecological and Cultural Values

- Gather data related to the health of priority ecological and cultural values and the impacts of resource use on these values (e.g. human use, tourism impacts, wildlife observations, checking on cultural sites, etc)
- Observe, record and report sport fishing activities
- Record tourism and recreational activity throughout territory
- Gather data on common indicators with other coastal First Nations organized through the Coastal Guardian Watchmen Network
- Maintain daily records of monitoring information using standardized data collection sheets
- Enter monitoring data into relevant database and spreadsheets



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Build Relationships with Provincial and Federal Enforcement Agencies

- Develop relationships with relevant provincial and federal enforcement agencies
- Conduct joint patrols with relevant enforcement agencies when they are patrolling Wei Wai Kum territory (DFO, CoastGuard, BC Parks, MoF, RCMP)
- Maintain regular contact with relevant enforcement agencies to share current information and work cooperatively to ensure timely response to enforcement issues

Conduct Community Outreach and Education

- Work with membership to raise awareness about Guardian Watchmen program and activities
- Provide students and community members with opportunities that will help build their sense of connection with the territory – e.g. joint patrols with community members
- Teach community members how to report violations to Guardian/Watchmen by providing detailed and accurate information about suspicious or illegal activities

Support the Implementation and Further Development of Land and Marine Use Plans

- Conduct joint patrols with MoE BC Park Rangers to visit and monitor conservancies in Wei Wai Kum territory
- Monitor priority issues related to implementation of coastal land use agreements and Ecosystem Based Management (EBM)
- Participate in relevant planning processes related to marine and land use planning

Other Related Duties

- Participate in Coastal Guardian Watchmen Network monthly conference calls and Annual Coastal Guardian Watchmen Network Conference
- Work collaboratively with neighboring First Nations by responding to issues of common concerns/impacts, and by conducting joint patrols in overlap areas with other First Nations
- Participate in seminars, workshops, and training programs to upgrade skills and knowledge relevant to the position

Required Qualifications, Knowledge and Experience:

Education & Training

- Stewardship Technicians Training Program Certificate (VIU) or equivalent
- Grade 10 or equivalent preferred
- Swift Water Rescue preferred
- Firearms Acquisition License (PAL) preferred
- Valid BC Driver's License preferred
- Security Clearance required



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Experience & Knowledge

- Strong knowledge of Wei Wai Kum territory
- Experience travelling throughout territory by boat and the landscape generally
- Boating experience required (minimum 2 years) and skipper experience an asset
- Mechanically inclined with in-board and out-board experience an asset
- Familiarity with resource management rules and regulations
- Knowledge of local marine and terrestrial species and preferably strong fish identification skills

Personal Suitability

- Strong communication skills with the ability to interact with visitors and resource users in a polite and positive manner.
- Confidence, comfort, and assertiveness when addressing compliance and violation issues with community members and resource users.
- Dependability and a proven strong work ethic.
- Strong organizational skills, self-motivation, initiative, and the ability to work effectively as part of a team.
- Commitment to the Wei Wai Kum Guardian/Watchmen Program.
- Commitment to protecting and stewarding Wei Wai Kum territory, lands, waters, culture, and resources.
- Physical fitness, good health, and the ability to work confidently in outdoor environments and varying weather conditions.

What We Value

At Wei Wai Kum, we lead with heart, integrity and purpose. We believe in:

- Professionalism with compassion
- Transparency in decision-making
- Empowerment of our team and members
- Cultural awareness and lifelong learning

The Wei Wai Kum First Nation is committed to respecting diversity within our workforce; preference will be given to qualified individuals who identify as First Nations, Inuit or Metis.

How to Apply

If this sounds like the opportunity for you, please submit your cover letter and resume to Careers@weiwaikum.ca

Closing Date: July 3, 2026

While we thank all applicants for their interest, only those shortlisted will be contacted.



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For more information about Wei Wai Kum First Nation, please visit www.weiwaikum.ca