



**WSÁNEĆ**  
LEADERSHIP COUNCIL

## Job Posting: Marine and Land Use Planner I

**Employer:** *WSANEC Leadership Council*

**Supervised by:** *Shauna Johnson*

**Start Date:** *August 5, 2024 (4-year term)*

**Job Posting Open Date:** *July 12, 2024*

**Job Posting Closing Date:** *July 26, 2024*

**Salary Range:** *\$75,000 dependent upon experience*

**Location:** *WSÁNEĆ Leadership Council office – a hybrid with a rotating office time two days per week, three days working remotely. Must be a Saanich Peninsula, Victoria, or local community resident.*

The WLC will provide in-office equipment (desk, chairs, etc.) and a portable laptop. Candidates should have a stable internet connection and access to MS Teams or Zoom when working from home.

### Position Overview

The WSÁNEĆ Leadership Council's guiding principles originate from WSÁNEĆ ancient natural laws and beliefs passed down from our ancestors. These laws teach us that we hold inherent rights to the lands and waters bestowed upon the WSÁNEĆ people by the Creator XÁLS, including a responsibility to take care of them.

The WSÁNEĆ Leadership Council's mandate is to promote respect for WSÁNEĆ culture, traditional practices, language, and the interests of the WSÁNEĆ First Nations. As an organization focused on self-determination, we work to enhance recognition of and respect for WSÁNEĆ Douglas Treaty rights and WSÁNEĆ Aboriginal rights and title. The WLC seeks to promote sustainable and equitable development of resources within WSÁNEĆ Territory, including the original WSÁNEĆ stewardship practices of the environment.

In October 2019, WLC initiated a community engagement and planning process for the marine and land use plan to seek community input on goals, priorities, and a unified vision for the future. The resulting plan will guide decision-making and identify appropriate strategies to assert and affirm WSÁNEĆ authority and presence throughout the territory. The

plan is community-based, community-driven, and reflects who we are as W̱SÁNEĆ people with cultural teachings and W̱SÁNEĆ law embedded.

## Primary Responsibilities

- Prepare community engagement materials such as presentations, engagement boards, invitations, posters, and handouts.
- Research and assist in preparing planning reports, diagrams, and plans as required.
- Create, maintain, and file various records, forms, tables, spreadsheets, and manuals.
- Maintain strict confidentiality of information.
- Provide technical planning support to the WLC advisory committee, WLC board, and WLC staff on marine-related issues.
- Represent WLC interests and priorities regarding marine and land use planning at the technical level.
- Support active participation on a multidisciplinary team and work with cooperative partners from the government (DFO, Transport Canada, Parks Canada) and NGOs.
- Liaise with QENTOLYEN Guardians and W̱SÁNEĆ guardians to coordinate community engagement or related marine events and activities.
- Support and participate in other pertinent planning, research, and decision-making processes and initiatives as necessary.
- Support the drafting of project proposals, including budgets, timelines, and scope of work.
- Support Project Management overseeing budgets and expenditures and support final reporting to funders.
- Confer with traditional knowledge keepers, scientific experts, and professionals to recommend marine policies, strategies, and plans for consideration by W̱SÁNEĆ Leadership Council.
- Co-design and co-facilitate marine use educational workshops or work in partnership with external experts to deliver educational workshops on marine use issues to W̱SÁNEĆ First Nations and community members.
- Specialized skills in graphic design, creating social media content, and ArcGIS mapping are considered an asset.
- Keep current and aware of broader policy developments that impact project work (i.e., UNDRIP, MMIWG, BC Treaty, Ocean Protection Plan, Marine Spatial Planning, etc.).

## Research, Analysis, and Writing

- Support research on marine issues, W̱SÁNEĆ interests in the marine environment, available programming/funding sources, and alternative solutions to marine issues.

- Conduct desktop reviews, design and implement small community research projects, and connect with regional subject-matter experts.
- Identify alignment between W̱SÁNEĆ issues and government-funded marine traffic-related programs.
- Support drafting of briefing notes and meeting materials for W̱SÁNEĆ Leadership Council and staff.
- Employ various qualitative research methods.
- Support drafting of high-quality written deliverables.

## Qualifications and Skills Required

- Recognized Degree in Marine Studies, Urban & Community Planning, Environmental/Natural Resource Management and Planning, Environmental Sciences, or a related field from a recognized institution. A Master's degree is an asset.
- Minimum 2-3 years' experience in the planning field.
- Hold a Registered Professional Planner (RPP) designation or be eligible for full membership with the Canadian Institute of Planners.
- Excellent writing, communication, presentation, and customer service skills.
- Research and analysis skills required.
- Skills in community engagement are essential (facilitation, engagement design, public speaking, conveying complex ideas in an easy-to-understand way both written and verbal).
- Experience in implementing progressive planning principles, concepts, and practices as well as understanding long-range community planning objectives.
- Valid BC Driver's License.
- Willingness to participate in job-related workshops, training seminars, and conferences to upgrade skills and training as required.
- Previous experience working within a First Nation community is preferred.

## Other Desired Skills

- Knowledge of W̱SÁNEĆ culture and territory is an asset.
- Knowledge of indigenous planning principles, concepts, practices, methods, and applicable legislation.
- Well-developed interpersonal, negotiation, mediation, and facilitation skills that contribute to a positive work environment, consensus-building, and effective working relationships with clients and colleagues.
- Ability to handle sensitive issues with tact and diplomacy.
- Ability to listen effectively and present ideas and information clearly and concisely to different audiences.

- Strategic thinking and research skills with the ability to gather and analyze information, develop plans and policies, and review and evaluate options and implications.
- Ability to show initiative and work independently and as part of a team to accomplish goals.
- Knowledge of ArcGIS mapping software and its applications in land and marine use planning.
- Deep listening skills utilizing empathy, reflection, and connection capabilities.
- Knowledge and experience with anti-racism and inclusive practices and trauma-informed practices.

### Application Instructions:

Please email your resume and cover letter to Shauna Johnson at [shauna.johnson@wsanec.com](mailto:shauna.johnson@wsanec.com) by 5 p.m. on July 26, 2024. Late applications will not be accepted.

Please put "Marine and Land Use Planner I" in the email's subject headline. While we welcome applications from all qualified candidates, preference will be given to members of the WSÁNEĆ community and those familiar with the SENĆOŦEN language.

We thank all applicants, but we will contact only those shortlisted. If you have any questions about the position, please contact Shauna Johnson at [shauna.johnson@wsanec.com](mailto:shauna.johnson@wsanec.com).