

Great Bear Sea Marine Protected Area Network & Marine Planning Partnership

Data Management and GIS Contractor– Job Description

Network and MaPP Background

First Nations on the North Pacific Coast, the Province of British Columbia, and the Government of Canada have signed collaborative governance agreements to implement a [Marine Protected Area \(MPA\) Network in the Northern Shelf Bioregion](#). This area, which is also known as the [Great Bear Sea](#), extends from the middle of Vancouver Island (Quadra Island / Bute Inlet) and reaches north to the Canada - Alaska border. A Network Action Plan, the blueprint for the implementation of an MPA Network, was [endorsed by the governance partners](#) in February 2023. The governance partners are now working collaboratively to implement the MPA Network, which will result in MPAs that span 30% of the Great Bear Sea.

The [Marine Plan Partnership for the North Pacific Coast \(MaPP\)](#) is a government-to-government partnership between the Province of British Columbia (B.C.) and Partner First Nations who developed and are now implementing marine use plans for the North Pacific Coast. The MaPP region is divided into four sub-regions: Haida Gwaii, North Coast, Central Coast, and North Vancouver Island. Four MaPP Marine Plans are being implemented at the sub-regional level and through coordinated regional initiatives identified in a Regional Action Framework (RAF). The plans inform decisions regarding the sustainable economic development and stewardship of the Great Bear Sea.

Position Summary

This position is a joint initiative between the Great Bear Sea MPA Network and MaPP. The Data management and GIS contractor will play a critical role in developing a unified data management system that supports both initiatives. The primary focus of this 1-year contract is to develop a Data Management Strategy that addresses the shared needs of the Network and MaPP, and conduct regional spatial analysis tasks to support both initiatives.

Broadly, the data management strategy should outline approaches to support data management needs associated with the MaPP and [Network monitoring programs](#) (e.g., regional data analysis, access, visualization via [SeaSketch](#), publishing and managing web map services etc.); support Site-Network and MaPP data mobilization pathways (e.g., data sharing agreements); improve internal data management (e.g., access and organization of internal data, align data management protocols); and identify opportunities to strengthen long-term data access and security. Regional spatial data analysis tasks will include cleaning, aggregating, analyzing, and visualizing spatial datasets and associated metadata, and maintaining shared decision-support tools (e.g., SeaSketch). The data management strategy will be a component of the Network and MaPP regional monitoring plans.

The contractor will be a self-starter and team player, have refined data management and mobilization skills with experience in project management, GIS, and data analysis and visualization. The contractor will collaborate with First Nations, federal, and provincial organizations involved in data management processes internal to their institution(s).

Scope of Work

1. Develop data management strategy

- Develop a unified data management strategy and workplan to support regional data management needs and processes, as outlined in the [Network monitoring framework](#), draft MaPP Data Management Strategy, and other regional documents and processes
- Support regional data mobilization (e.g., support development of data sharing agreements among Network and MaPP Partners associated with regional data analysis and visualization needs)
- Support partner discussions of data management strategy

2. Perform regional GIS analysis tasks

- Conduct GIS analysis, management, and visualization of regional spatial datasets to enhance the understanding, use, and access of information and support Network implementation. This can include:
 - Update and compile regional spatial datasets (e.g., species and habitats, human activities, Network footprint);
 - Respond to partner data requests (e.g., releasing and publishing data);

- Support maintenance and access to regional spatial datasets in SeaSketch;
 - Maintain data inventory, file repositories and metadata records;
 - Undertake network-scale analysis to assess progress towards achieving Network objectives;
 - Support spatial data management conversations and relevant tasks (e.g., SeaSketch working group)
 - Support partner discussion of GIS related analysis and updates
3. Support internal data management systems and long-term data access and security
- Identify strategies for secure, long-term storage of data, including backup and recovery protocols;
 - Identify strategies for data to remain accessible and usable over time through documentation and format management.

Qualifications, Experience and Skills

- 5+ years relevant professional experience (e.g., data management and GIS analysis, preference for experience with marine systems, Indigenous data sovereignty)
- Preference to holders of a related graduate degree(s) (e.g., data science, GIS) from a recognized post-secondary institution and/or a professional certification in GIS
- Experience developing data sharing agreements, data governance, and data mobilization pathways that uphold Indigenous data sovereignty and First Nations Principles of OCAP
- Experience working on data management systems in the context of multiple governments, agencies, and stakeholders
- Knowledge of database management systems, data security and archiving, data standards, and ocean open-data portals (e.g., <https://cioospacific.ca/>)
- Proficiency in GIS software, data visualization, programming languages (e.g., Python, experience with geopandas, R)
- Exceptional organizational and analytical skillsets
- Strong interpersonal and collaboration skills and experience working in collaborative and team environments.
- Organized and task driven. Ability to work independently and prioritize and progress several different activities with competing timelines and pressures, in a high work volume environment.

Terms of Engagement

Status: The Data management and GIS contractor will be an independent contractor to Coast Funds Society. The successful contractor is expected to work from their own office and to provide the equipment necessary to conduct this work, including a computer and software, internet, and cell phone. The position requires flexibility in the contractor's work schedule and the ability to meet tight deadlines and turn around products quickly. Network and MaPP partners will cover ESRI license subscription fees.

Contract period: April 2026– March 2027

Contract hours: 35 hours/week

Contract Amount: \$100-120,000, commensurate with qualifications and experience

Location: Contractor to be located in British Columbia

Travel: Occasional travel to the BC coast. Travel costs are reimbursable.

Reporting Relationship

The data management and GIS contractor will report to the Network and MaPP Secretariats.

Project Authority

The Project Authority is Coast Conservation Endowment Fund Foundation.

Application instructions

To apply for the position, please send a cover letter, resume, and portfolio of relevant work to Fiona Beaty, Science Coordinator for the Great Bear Sea MPA Network.

Application deadline: March 20th 2026

Email: Fiona.L.Beaty@gmail.com