



We're Hiring a Fisheries Program Manager

Work with our Nations to turn shared fisheries priorities into action.

At the Central Coast Indigenous Resource Alliance (CCIRA), we work with the Heiltsuk, Kitasoo Xai'xais, Nuxalk and Wuikinuxv Nations on their shared fisheries, marine planning and stewardship priorities.

We are looking for a Fisheries Program Manager who enjoys bringing people and ideas together, can make a plan out of complexity, and understands that how we work with Nations matters as much as what we deliver.

This is a working manager role. You will lead a team spanning community-based fisheries planning, policy and governance, and applied science. You will also stay close to the work: spending time with Nation staff, helping solve difficult problems and supporting decisions shaped by each Nation's direction, and visiting communities each year.

What you will do

- Lead, coach and support a multidisciplinary fisheries team, and guide the work of contractors and partners.
- Work with Nation staff and Stewardship Directors to turn fisheries priorities into practical plans, useful decision materials and results.
- Connect fisheries planning, science, monitoring, governance and implementation so the pieces work together.
- Work closely with the Marine Planning and Implementation team so fisheries priorities inform marine protected area planning, establishment and management work.
- Manage program budgets, funding agreements, reporting and risks, and lead CCIRA's fisheries contribution agreement negotiations.
- Participate in, and coordinate, government-to-government fisheries tables under Nation direction, bringing clear information and options while respecting Nation authority and the expertise of your team.

You will report to CCIRA's Executive Director. You will have room to lead, colleagues to think with, and a team of specialists whose judgment is essential to the program's success.

What you bring

You listen carefully, communicate clearly and follow through. You can move between relationships, strategy, budgets and practical delivery without losing sight of the people affected by a decision.

You have at least seven years of progressively responsible experience in fisheries, aquatic resource management, Indigenous governance, environmental management or a related field. This includes three years of formal people management experience, with at least two years in the past three years.

You have worked respectfully with Indigenous Nations in Nation-led or collaborative settings. You have experience managing budgets and contribution agreements, coordinating work across disciplines, overseeing contractors, and contributing to fisheries negotiations or governance processes.

A related master's degree is normally expected. We will also consider a relevant bachelor's degree with substantial leadership and applied experience, or an equivalent combination of professional, community and lived experience that provides the knowledge and capability the role requires.

Not sure your experience fits neatly into a job posting? If you can show how your experience prepares you to lead people, manage a complex fisheries program and work under Nation direction, we encourage you to apply. You do not need to have held every title or worked on every type of file listed here.

What CCIRA offers

- **Pay:** Anticipated starting salary of \$101,150 to \$107,100, based on directly relevant qualifications and CCIRA's salary placement framework.
- **A sustainable work week:** Full-time employee position, 35 hours per week. Work remotely from a home base in British Columbia as part of a distributed team.
- **Time away that reflects real life:** 15 days of paid vacation to start, increasing by one day per year of service to 20 days. Plus 21 additional paid leave days each year for health and wellness, family care, cultural and community responsibilities, and a day off in your birthday month.
- **Holidays and winter closure:** 14 paid statutory holidays and a paid December closure of up to 10 days each year.
- **Recovery after intensive work:** Recovery is planned after demanding travel, fieldwork and deadlines. Following extended travel or a period of particularly demanding work, you can work with your manager to schedule a recovery day within your regular work schedule.
- **Benefits for health and life beyond work:** After three months, eligible employees receive group health and dental coverage, vision care, life and disability insurance, virtual health care, and confidential support through an Employee and Family Assistance Program. The plan includes a \$650 annual Healthy Living Account for eligible activities such as sport club dues and certified instruction, plus a \$50 annual Health Care Spending Account.
- **Tools and growth:** Equipment and systems needed for the role, a \$70 monthly cell phone allowance, and opportunities for relevant learning and professional development.

We value flexibility, clear expectations and the ability to disconnect outside working hours. Regular travel to Central Coast communities is required, sometimes by boat or small aircraft, along with occasional evening or weekend work.

Want the full picture?

Read the Fisheries Program Manager job description below for more detail about the role and its required responsibilities and qualifications.

Interested

Email your résumé and a brief cover letter to info@ccira.ca by 11:59p.m. Pacific on Monday, October 19, 2026. Tell us about the work you have led, the people you have supported and how you approach Nation-directed fisheries work. We anticipate a January 2027 start date, with flexibility to discuss timing with the successful candidate. All applicants must be based in British Columbia, Canada. CCIRA will not cover the cost of relocation.

Indigenous applicants are strongly encouraged to apply. We value the knowledge, relationships and experience Indigenous applicants may bring to Nation-directed fisheries work. You are welcome to tell us about relevant Nation-based, community and lived experience. Sharing personal information about your identity is your choice.

If you need an accommodation to apply or participate in an interview if you are invited through to that stage, contact info@ccira.ca. We will work with you on an appropriate process.

Position Description

Position Title	Fisheries Program Manager
Program	Fisheries Program
Reports to	Executive Director
Collaborates with	All staff and contractors, Board of Directors, Stewardship Directors, Nation representatives and technical staff, and Crown, academic, funding and NGO partners
Direct Reports	Community-Based Fisheries Planner; Senior Fisheries Policy and Governance Advisor; Senior Fisheries Scientist
Other Oversight	Contractors, consultants, students and project personnel supporting fisheries work
Job Grade	Grade 7

Our Ways of Working

All roles at CCIRA are carried out in service of Nation-directed priorities and in ways that strengthen Nation capacity over time. Regardless of function or classification, staff are expected to work collaboratively with Nations in a manner that supports knowledge transfer, mentorship, and continuity, and that builds and retains skills, confidence, and decision-making capability within Nations. This includes sharing expertise through respectful, hands-on collaboration; documenting and transferring knowledge so it remains with Nations beyond individual projects or staff; and conducting work in accordance with Nation protocols, governance direction, and data and knowledge stewardship principles. Nation mentorship is understood as a core organizational competency and a way of working, rather than a standalone task or deliverable, and is exercised in proportion to each role's function and scope.

Position Overview

The Fisheries Program Manager is accountable for leading CCIRA's Fisheries Program so that Nation-directed fisheries priorities, approved agreements and funding commitments are translated into an integrated, realistic and deliverable program of work. The position provides full program and people management across community-based fisheries planning and implementation, fisheries policy and governance, and applied fisheries science. The Fisheries Program Manager reports to the Executive Director and works within Board-approved priorities, Nation direction, CCIRA policies and delegated authority.

Working across Nation-level agreements, including the Fisheries Resources Reconciliation Agreement and CCIRA contribution agreements, the Program Manager holds accountability for program strategy, annual and multi-year planning, prioritization, budgets, contribution agreement delivery, people leadership, contractor oversight, reporting, fundraising and program communications. The role coordinates the distinct expertise of planners, policy advisors, scientists and contractors while protecting appropriate technical independence and ensuring that work remains aligned with Nation direction, approved mandates and delegated authority.

The Program Manager supports Nation decision-making and represents or supports CCIRA in technical, intergovernmental and partner processes as authorized. The position identifies and manages interdependencies, risks, resourcing pressures and competing timelines, and escalates matters involving Nation mandate, organizational risk or authority to the Executive Director.

This is a working manager role. In addition to leading the program and managing staff, the Program Manager works directly with Nations and contributes hands-on technical, planning and implementation support. The balance between management and direct program work will change based on Nation priorities, team capacity and the needs of specific files.

Core Responsibilities

1. People and Contractor Leadership

- Lead the Fisheries Program team and manage its staff.
- Recruit and onboard staff for approved positions. Assign work, set goals, provide coaching and support professional development.
- Manage employee performance, address concerns promptly, and take or recommend corrective action, discipline or termination in line with CCIRA policy.
- Maintain clear roles, manageable workloads and a respectful remote workplace that supports cultural safety, inclusion and equity.
- Work with Nation technical leads and Stewardship Directors to identify when additional capacity or external expertise is needed, and establish clear scopes, budgets, deliverables and performance expectations that meet the Nations' and CCIRA's program requirements.
- Direct and monitor contractors, consultants, analysts, students and research or project partners. Ensure specialized work has appropriate staff oversight, address performance or scope concerns, and make sure people have the direction, tools and information they need. Ensure final products, data and organizational knowledge are transferred to CCIRA and the Nations as required.

2. Program Strategy and Integrated Delivery

- Turn Nation priorities, Board direction and approved agreements into annual and multi-year strategies, workplans and measurable results.
- Coordinate work across community-based fisheries planning and implementation, fisheries policy and governance, and applied fisheries science.
- Work directly with Nation staff and Stewardship Directors to turn fisheries priorities into action.
- Stay actively involved in delivery and contribute hands-on planning, policy, technical and implementation support within the position's knowledge and professional competence when additional capacity is needed or work is urgent. Draw on and respect the assigned professional authority of the Scientist, Advisor, Planner and other subject-matter specialists.
- Set priorities, sequence work, manage dependencies and capacity pressures, and monitor and adjust delivery so Nations receive timely, decision-ready support.
- Work closely with the Marine Planning & Implementation Program Manager, CCIRA staff, and Nation staff to connect fisheries work with marine planning and protected area initiatives.
- Ensure fisheries priorities, science, monitoring, governance and implementation needs inform planning and implementation work and coordinate related workplans and decisions across both programs.

3. Nation Direction and Governance Support

- Maintain clear processes to receive, confirm, record and act on Nation direction.
- Ensure fisheries analysis, options, recommendations, scientific information and planning products support Nation-led decisions and respect each Nation's authority and voice.
- Work directly with Nation staff to build skills, share knowledge and strengthen long-term capacity.
- Spend regular time with Nation staff, in communities and at Nation-led working sessions to understand local fisheries priorities, conditions and implementation needs.
- Adjust program support to reflect each Nation's priorities, readiness and capacity.
- Prepare or contribute directly to technical and scientific analysis, fisheries management approaches, policy options, briefing materials, research and monitoring products, submissions and implementation tools for Nation review and use.

4. Fisheries Agreements and Intergovernmental Coordination

- Lead CCIRA's work under the Fisheries Resources Reconciliation Agreement (FRRA), Aboriginal Aquatic Resources and Ocean Management (AAROM) and other approved agreements and initiatives.
- Coordinate CCIRA's participation in Tier 1, Tier 2 and Tier 3 processes, management councils, technical working groups, committees and related work.

- Ensure Nation interests, concerns and approved positions are clearly represented and followed through in government-to-government work.
- When directed by the Nations, work with other First Nations organizations to develop shared positions.
- Decide which staff and contractors should participate in each process. Escalate matters involving political sensitivity, significant risk, unclear Nation direction or decisions beyond the position's authority.

5. Financial Management, Funding and Reporting

- Develop fisheries funding opportunities, proposals and partnerships based on Nation direction, program priorities and CCIRA's capacity.
- Lead CCIRA's negotiation of contribution agreements and amendments for the Fisheries Program.
- Work with program staff, contractors and Finance to develop the scope, deliverables, workplan, timelines and budget. Use their scientific, technical and operational knowledge to confirm costs, eligible expenses, financial controls and reporting requirements.
- Negotiate within approved Nation direction and the authority assigned to the position. Bring significant commitments, risks or terms outside that authority to the Executive Director or Board before agreeing to them.
- Manage the approved budget, forecasts, spending and agreement obligations. Address budget variances, funding risks and delivery concerns.
- Oversee reporting to funders, the Board, Stewardship Directors and CCIRA. Ensure technical, financial and narrative information is accurate and consistent, and that all deliverables, reports and commitments are completed on time. Coordinate program communications so they respect Nation authority, approved mandates, scientific evidence and confidentiality requirements.

6. Program Quality Oversight

- Set quality standards and review processes for fisheries plans, policy and governance products, research, monitoring, technical analysis, data products and external submissions.
- Ensure products are useful, internally consistent and clear about their assumptions and areas of uncertainty.
- Ensure work respects Nation protocols and requirements for Indigenous Knowledge and data governance.
- Provide hands-on scientific, technical and strategic support on complex or priority files, drawing on the expertise of program staff and contractors. Participate directly in technical tables, fisheries planning sessions, community engagement, research, monitoring and implementation work when manager-level expertise or continuity is needed.
- Respect the Senior Fisheries Scientist's independent scientific judgment, the Senior Advisor's policy expertise and the Community-Based Fisheries Planner's applied planning expertise while remaining accountable for program coordination, alignment with approved mandates, resourcing and delivery.

7. Risk, Health and Safety, and Operational Readiness

- Identify and manage risks involving mandate, relationships, finances, schedules, data and knowledge stewardship, fisheries fieldwork, staff workload and reputation.
- Ensure fieldwork and travel are properly planned, resourced and carried out in keeping with CCIRA health and safety requirements, Nation protocols and applicable laws.
- Coordinate incident response, program continuity and recovery planning, and promptly escalate significant risks.

8. Continuous Improvement and Organizational Contribution

- Improve program systems, templates, records, decision processes and knowledge-management practices using lessons learned, feedback and evaluation.

- Contribute to organizational planning, policy development, cross-program work, staff meetings and a healthy CCIRA workplace culture.

Carry out other related duties assigned by the Executive Director.

Scope of Authority and Decision Making

Decision Area	Authority and Accountability
Talent Management	Leads direct reports and oversees contractors and project personnel. Makes or recommends hiring, performance-management, corrective-action, discipline and termination decisions in keeping with CCIRA policy and assigned authority. Approves workplans, priorities, schedules, leave and professional development within established requirements.
Financial and Asset Management	Leads CCIRA's negotiations with funders on program contribution agreements and amendments, ensuring Nation priorities and program staff direction and input are reflected. Works with Finance to confirm budgets, eligible expenses, financial controls and reporting requirements. Manages the approved Fisheries Program budget and agreements, and approves spending, invoices, procurement and contract deliverables within the Delegated Authority Matrix. Refers commitments or changes beyond that authority to the Executive Director.
Program Policies and Standards	Sets program work practices, plans and quality standards consistent with Nation direction, agreements and CCIRA policy. Approves program products and external submissions within the approved mandate.
External Representation	Represents the Nations at fisheries tables and partner forums when authorized by Nations. Assigns program representatives and ensures they have clear direction, briefing materials and follow-up responsibilities. Does not replace Nation representatives or speak for the Nations unless expressly authorized through the appropriate governance process.
Health and Safety	Ensures fisheries fieldwork, community work and travel are planned and carried out safely. Confirms appropriate supervision, training, equipment, risk assessment and incident reporting, and pauses or redirects work when safety requirements are not met.
Escalation	Escalates changes in Nation direction, conflicting mandates, politically sensitive matters, significant budget or compliance risks, serious partner or personnel concerns, and decisions reserved for the Executive Director or Board.

Required Knowledge Skills and Abilities

- Advanced knowledge of Indigenous fisheries governance, collaborative management and Nation-to-Crown processes, including practical understanding of agreements and programs such as the Fisheries Resources Reconciliation Agreement (FRRA) and Aboriginal Aquatic Resources and Oceans Management (AAROM).
- Broad working knowledge across fisheries planning and implementation, fisheries policy and governance, and applied fisheries science, sufficient to integrate specialist advice and assess program implications without displacing subject-matter expertise.
- Advanced understanding of Indigenous governance, Indigenous Knowledge systems, cultural protocols, data sovereignty and respectful knowledge and data stewardship.
- Advanced program management skills, including strategy, multi-year and annual work planning, prioritization, risk management, project governance, performance monitoring and delivery across multiple interdependent workstreams.

- Advanced people leadership skills, including culturally grounded and equity-informed recruitment, onboarding, coaching, workload management, performance management, conflict resolution and professional development in a remote work environment.
- Strong financial management skills, including budget development, forecasting, expenditure control, contribution agreement compliance, contract oversight and narrative and financial reporting.
- Advanced judgment and problem-solving ability in complex, multi-Nation and multi-jurisdictional environments where mandates, evidence, relationships, timelines and capacity may be incomplete or competing.
- Superior relationship-building, facilitation, negotiation and written and verbal communication skills, including the ability to make complex scientific, policy, governance, planning and financial information accessible to varied audiences.
- Demonstrated ability to maintain role clarity, support technical integrity and synthesize differing professional perspectives into coherent options and recommendations.
- Strong organizational and digital collaboration skills, including proficiency with Microsoft 365 and the ability to learn financial, project-management and records-management systems.
- Ability to manage multiple time-sensitive priorities, travel and periodic evening or extended work while supporting sustainable team workloads and recovery practices.

Desired Qualifications

Minimum Education

- A master's degree in fisheries science, marine biology, environmental or resource management, public policy, Indigenous governance or a related discipline is normally required. A bachelor's degree in a related discipline combined with significant relevant leadership and applied experience may be considered. A combination of professional, community and lived experience that provides the required knowledge and capability will also be considered.

Minimum Experience

- At least seven years of progressively responsible experience in fisheries, aquatic resource management, Indigenous governance, environmental management or a related field. This must include recent responsibility for complex work involving multiple partners.
- At least three years of formal people-management experience, including at least two years within the past three years, with direct responsibility for staff selection, supervision, coaching, workload management, professional development and performance management of professional staff.
- Demonstrated experience working with Indigenous Nations in Nation-led, intergovernmental or co-management settings using culturally respectful and relationship-based approaches.
- Demonstrated recent experience negotiating or managing multi-source program budgets and contribution agreements, preferably totaling approximately \$500,000 or more annually. This must include forecasting, spending oversight, compliance and reporting.
- Demonstrated recent experience coordinating interdisciplinary teams or areas of work that include science, policy, governance, planning and implementation.
- Demonstrated recent experience managing contractors, consultants, research partners or technical service providers through clear scopes, budgets, deliverables and performance expectations.
- Demonstrated recent experience leading or holding a substantive role in fisheries negotiations, collaborative governance tables, technical working groups, or regulatory and policy processes.

Other Requirements

- Be based in British Columbia, Canada and have the ability and willingness to travel to Central Coast communities and other meeting locations as required, including travel by small aircraft, boat or vehicle where applicable.
- Ability and willingness to work occasional evenings, early mornings or weekends in response to governance, travel, field or deadline requirements.
- A clear criminal record check may be required.

- A valid driver's license and access to reliable transportation are assets where required for travel responsibilities.

Core Competencies

- **Relational Leadership:** Builds and sustains trust-based relationships with Nations, staff and partners. Leads with humility, empathy and collaboration, creating space for shared leadership and collective contribution.
- **Cultural Fluency:** Applies Indigenous governance systems, protocols and knowledge traditions within programs and teams. Embeds Indigenous laws, worldviews and Nation priorities into operational decision-making. Models respect and reciprocity while advancing reconciliation, anti-racism and equity through an Equity, Diversity, Inclusion and Justice lens.
- **Strategic and Adaptive Thinking:** Interprets and applies organizational strategy to guide programs and teams with a sustained commitment to innovation and continuous learning. Navigates complexity with clarity and responsiveness, adapting plans to stay aligned with Nation priorities.
- **Integrated Program Delivery:** Leads coordinated delivery across disciplines, projects and partnerships. Establishes accountability, sequencing and communication systems that connect governance direction, technical work and implementation, and addresses barriers that place delivery at risk.
- **Supportive People Leadership:** Provides clear expectations, coaching and accountability while leading with emotional intelligence and cultural humility. Supports staff development, sustainable workloads, psychological safety and constructive resolution of performance or team challenges.

Effort Requirements

Frequency definitions: Minimal, up to 10 hours per week; Occasional, more than 10 and up to 20 hours per week; Regular, more than 20 hours per week.

Frequency	Mental and Physical Effort
Regular	High-intensity concentration, including analyzing complex scientific, policy, governance and financial information; reading and writing lengthy documents; and participating in prolonged multi-party discussions.
Regular	Mental agility to shift among competing priorities, urgent issues, staff needs, deadlines and detailed work, often with regular interruptions.
Minimal	Heavy physical exertion, which may include prolonged sitting or travel, lifting or carrying field or meeting materials, climbing stairs, and occasional work in awkward positions.

Work Environment

Frequency definitions: Minimal, up to 5 hours per week; Limited, more than 5 and up to 10 hours; Occasional, more than 10 and up to 20 hours; Regular, more than 20 and up to 30 hours; Sustained, more than 30 hours.

Frequency	Working Conditions
Occasional	Psychologically challenging conditions, including deadline pressure, interpersonal or performance issues, competing Nation or partner expectations, sensitive governance matters, extended work hours and responsibility for material program risk.
Limited	Physically challenging conditions, including extended travel, small-aircraft or boat travel, variable weather, remote locations, field environments and ergonomic demands associated with prolonged computer work.

Communication Requirements

The role maintains regular communication with direct reports, other Program Managers, finance and administrative staff, Stewardship Directors, Nation staff and members, and external partners to coordinate delivery, support sound decisions and maintain accountability.

Staff Contacts	Reason and Purpose for Communication
Executive Director	Receives direction, recommends program priorities and staffing and funding needs, reports progress and risks, and contributes to organizational and Board reporting.
Direct reports	Provides supervision, work direction, coaching, performance management and professional development. Coordinates work across fisheries planning, policy and governance, and science.
Finance leadership and staff	Develops and monitors budgets, forecasts, contribution agreements, financial controls, contracts, procurement and funder reporting.
Other Program Managers	Coordinates shared priorities, connected work, staff capacity, work with external partners and joint workplans across CCIRA programs, including the connection between fisheries and NMCAR planning, establishment and management.
Administrator and operational support	Coordinates records, meetings, travel, contracts, reporting documents and program administration.
CCIRA staff and contractors	Communicates program direction and clarifies roles, deliverables, timelines and how work will be coordinated. Sets the scope, deliverables and expectations for their work, manages performance, coordinates their work with the program, and ensures it meets contract, program and Nation requirements.
Other Contacts	Reason and Purpose for Communication
Stewardship Directors	Receives and confirms Nation direction, provides program updates and information needed for decisions, and identifies priorities, risks and staffing or capacity needs.
Board of Directors	Provides program updates, briefings and recommendations as directed by the Executive Director.
Nation staff, leaders, Guardians, harvesters, community members and Knowledge Holders	Supports Nation-led fisheries planning, governance, science and implementation while respecting Nation authority, protocols and requirements for handling and protecting knowledge.
Crown governments	Coordinates or participates in technical and intergovernmental fisheries processes based on approved Nation mandates and the authority assigned to the position.
Academic, research, NGO and industry partners	Develops and manages approved fisheries, research, technical and implementation partnerships that support Nation priorities.
Funding partners and philanthropy	Develops proposals, maintains relationships and ensures program reports are accurate and submitted on time, working with the Executive Director and Finance staff to ensure alignment with Nation and organizational priorities.

This position description provides an overview of the minimum requirements of the position and does not include every duty inherent in or associated with the day-to-day performance of the job. CCIRA reserves the right to revise the position description to align with organizational and Nation needs, which may change over time.