

## **FIRST NATION OF NA CHO NYAK DUN (FNNND)**

**IDENTIFICATION:** Aquatic Analyst  
**DEPARTMENT:** Lands, Resources and Heritage  
**SUPERVISOR:** Lands and Resources Manager  
**DATE:** August 2025  
**STATUS:** Regular Term  
**CLASSIFICATION:** Level 7

---

### **Job Summary**

Reporting to the Manager, Lands and Resources the Aquatic Analyst is responsible for supporting and delivering aquatics-related programming that supports decision-making to protect lands and waters on the First Nation of Na-Cho Nyak Dun (FNNND) traditional territory (TT). Duties would include collection of aquatic ecosystem data, organizing and interpreting the data, and reporting findings to FNNND, stakeholders, and/ or territorial and federal agencies. Aquatics programs could include water chemistry and flow, fisheries, aquatic invertebrates and algae, sediment quality, and riparian vegetation. This position aims to support the Lands Department's stewardship of TT as well as long-term initiatives, by providing technical aquatic support to a variety of files and projects. The incumbent must have good wilderness travel skills and a willingness to be in the field in all seasons.

### **Main Duties**

Duties would include supporting and delivering aquatics – related programming in the following areas:

#### **1. Water Strategy**

- Assisting in the scoping, prioritization and delegation of work and projects related to fulfilling the water and wetland strategies and support to new research initiatives.
- Compiling and organizing aquatic resource data and information (traditional knowledge (TK) and western).
- Review scientific research proposals in FNNND TT and integrate with Water Strategy and FNNND priorities.
- Data management and maintenance:
  - Water Quality database organization and management.
  - Aquatic resource data management.
  - Analysis and reporting of aquatic resources.

## 2. Environmental Assessment

- Long term monitoring and analysis for Victoria Gold Heap Leach Facility (HLF) failure, downstream aquatic effects including fish, benthic invertebrates, and stream sediment.
- Conducting environmental assessments for proposed development projects on Traditional Territory, preparing responses to Yukon Environmental and Socio-Economic Assessment Board (YESAB), designated Decision Bodies, and the Water Board regarding water license interventions.
- Coordinating and conducting aquatic field assessments, work may include sampling for:
  - water quality, fish and fish habitat, benthic invertebrate community surveys, stream sediment, periphyton, riparian/vegetation, contaminated soils.
  - Converting data into deliverables (reports, memo's, visuals) that can be used by FNNND managers and leadership to support decision making on TT.

## 3. Land Use Planning

- Support in reviewing design and implementation of short- and long-term aquatic effects monitoring plans.
- Preparing aquatic indicators of impacts for Land Use Planning initiatives
  - Liaison between FNNND and technical consultants in the field of aquatic biology and ecotoxicology.
- Support in monitoring cumulative effects management for aquatic ecosystems.
- Data management
  - Support maintaining data management/ storage solutions for Lands Department.
  - QA/ QC and storage of aquatic resource data.
  - Analysis and reporting for aquatic resources.
- Support transboundary team by compiling traditional knowledge and updated monitoring for aquatic resources.

## 4. Other duties as required.

### **Qualifications**

#### **Education & Experience:**

- Degree or diploma in Biological or Environmental Sciences, or related field.
- 3 -5 years experience in aquatic science.
- Experience researching, gathering and interpreting technical information and

reports for us in project assessments, and/ or resource management related planning, or similar (environmental assessment context preferred).

- Experience at applying technical information toward project reviews in an environmental assessment context.
- Experience working collaboratively with government agencies, First Nations, industry, consultants, and non-government organizations.
- Knowledge of land and resource issues, development activities, legislation and regulations affecting Yukon First Nations.
- Understanding of Indigenous values, law, and stories, and how this informs relationships with the land is an asset. Understanding the value of Traditional Knowledge is also an asset.
- Training in the following would be an asset:
  - Canadian Aquatic Biomonitoring Network (CABIN)
  - Workplace Hazardous Materials Information System (WHMIS)
  - Ice Safety and Rescue
  - Swiftwater Rescue Level 2

#### **Office Equipment Skills:**

- Computer skills (Microsoft Office)
- Experience in using Geographic Information Systems (GIS) tools.

#### **Specific Skills and Attributes:**

- Excellent oral and written communication skills.
- Excellent research and report writing skills.
- Good database management skills.
- Ability to take self-initiative and work independently and as part of a team.
- Ability to take direction and meet critical deadlines.
- Ability to understand, interpret and present information to the public with a range of understanding.
- Effective organizational and time management skills.
- Ability to manage stress effectively.
- Alignment with First Nation worldview and values.

#### **Interpersonal Skills:**

- Excellent communication skills, both oral and written.
- Must demonstrate discretion, tact, diplomacy, compassion and good judgment at all times.
- Ability to work effectively as part of a management team in establishing and maintaining professional working rapport with staff, citizens and the general public.
- Ability to resolve conflicts and foster unity.
- Ability to make challenging decisions exercising cultural sensitivity.
- Ability to provide and demonstrate strong leadership skills, motivate and empower others.

- Ability to work flexible hours.
- Must maintain confidentiality, honesty and trust.

### **Decision Making**

Overall goals and objectives for the position are established by the management of the department. The incumbent determines the daily workload priorities and coordinates with the Manager, Lands and Resources in objective deliverables. The incumbent is responsible for collecting, researching, and recommending program solutions as they relate to supporting and delivering aquatics-related programming. The position is required to follow all existing policies, procedures and laws as they relate to the position.

### **Impact/ Accountability**

The work of this position will directly influence land use planning and natural resources management within the First Nation Traditional Territory. The incumbent will be relied upon to provide well-researched and highly supported options and recommendations to decision-makers. Poor planning and execution may result in negative impacts including criticism of the First Nation Government, significant delays, and financial implications. Further, decisions and recommendations will have a direct impact on the ability of First Nation staff to achieve common goals; Settlement land and the overall Traditional Territory; the laws and policies governing land and resource use; and Citizen access to land and resources, now and in the future.

### **Key Personal Contacts and Nature of Contacts:**

<b>WHO</b>	<b>NATURE OF CONTACT</b>
Director, Lands, Resources and Heritage	Provide status and briefing reports, make recommendations and discussion as needed.
Manager, Lands and Resources	Receive direction, provide status reports, and program information, provide briefings, make recommendations.
Department Staff	Collaborate on projects/ tasks, to seek guidance and advice, and to exchange information.
Scientific and technical staff from other government agencies (Yukon Government or Federal departments), industry, universities,	Coordinate on joint research projects and environmental studies.
Other Departments	Exchange information with.
Elders and Citizens	Conduct research and exchange information; facilitate and coordinate.

Staff	Exchange information with.
First Nation Organizations	Coordinate research and conservation efforts with.
Federal, YTG, Private Business Sector and Industry	To exchange and receive information on fish and wildlife policies and practices

### **Positions Supervised**

Not applicable.

### **Working Conditions**

- Environmental: The incumbent works in a generally favorable office environment with few disagreeable conditions but is sometimes subject to meeting critical deadlines, where intense mental concentration may be required. Dissatisfied stakeholders and clients may be encountered on occasion in response to regulatory or development projects. The position sometimes has to work overtime and respond to emergencies, as with Victoria Gold Corp's heap leach facility failure. In addition, the incumbent travels approximately 6-10 times per year to conduct site visits to proposed or active exploration/development areas, and to attend stakeholder consultation meetings.
- Physical: Travel may require the loading, unloading and handling of all-terrain vehicles (boats, snowmobiles, ATV's) and may also include travel by helicopter and fixed wing aircraft. Travel may be conducted during inclement weather conditions in remote areas and on substandard roads and terrain. Due to the nature of this travel and fieldwork, risk of injury and or encountering a survival situation exist.
- Emotional: Critical and sensitive discussions may occur and require interpersonal skills when engaging with Citizens, external stakeholders and the public in group settings in the negotiation process.

### **Conditions of Employment**

- Valid Class 5 Driver's License
- Criminal Record Check
- Electrofishing Certification (willing to obtain)
- Wilderness First Aid (willing to obtain)
- Boat Operator Certificate (willing to obtain)
- All-Terrain Vehicle (ATV) and Snow machine Operations Certificate (willing to obtain)