

Current Employment & Training Opportunities for TFN Members

Updated July 26, 2024

If you have any questions, please contact **Terry Baird**, Employment Coordinator, at 604-948-5310 or 604-999-7740 or email tbaird@tsawwassenfirstnation.com

CLICK ON A JOB BELOW TO JUMP DIRECTLY TO THE POSTING

Tsawwassen First Nation

Substance Use Support Coordinator – Full-Time

- Posted July 26, Open until August 8th

Lands Assistant – Full-Time

- Posted July 19, Open until filled

ECE Worker – Full-Time

- Posted July 19, Open until filled

Child & Youth Care Worker – Full-Time

- Posted July 19, Open until filled

Community Support Worker – Full-Time

- Posted June 21, Open until filled

Natural Resources Enforcement Officer – Full-Time

- Posted June 14, Open until filled

Elder Administration and Program Facilitator – Full-Time

- Posted June 7, Open until filled

Office Administration Supervisor – Full-Time

- Posted June 7, Open until filled

Planner I – Community Planning – Full-Time 14 month contract

- Posted June 7, Open until filled

Asset Management Specialist - Full-Time

- Posted March 28, Open until filled

Administrative Assistant – Government Services

- Posted March 28, Open until filled

Capital Project Engineer - Full-Time

- Posted March 1, Open until filled

TFN / Kwantlen Polytechnic University

DROP IN English Upgrading Course starting Sept 2024

Please contact **Terry Baird** for any inquiries

Port of Vancouver – Vancouver Fraser Port Authority – July 19

Please see Community Notice for current job postings.

Contact **Terry Baird** for any inquiries

UA Piping Industry College of BC

Piping Foundation Program

Welding Program

Trades Awareness Program

Amazon – Lower Mainland

Warehouse Associates

Contact Terry Baird at 604-999-7740 or email tbaird@tsawwassenfirstnation.com

Pacific Global Container

Operations Superintendent – Deltaport - Full-Time

- Posted July 19, Open until filled

Maintenance Superintendent – Deltaport - Full-Time

- Posted July 19, Open until filled

Traffic Technician

Civil Construction Worker

BCIB – Patullo Bridge Replacement Project

Various labor job opportunities - **see postings**

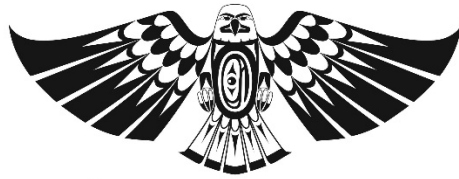
Contact **Terry Baird** for any additional inquiries

TFN Construction/Matcon

Accounting/Administrative Assistant

Traffic Controller

Civil Estimator/Project Manager



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TSAWWASSEN FIRST NATION

EMPLOYMENT OPPORTUNITY
Substance Use Support Coordinator
Regular Full Time

Tsawwassen First Nation (TFN) is a proud Coast Salish nation with our land base situated in Tsawwassen, B.C. In 2009, the Tsawwassen First Nation Final Agreement came into effect – this treaty was the first modern urban treaty in BC and the first treaty to be successfully negotiated through the BC Treaty Commission process. The Treaty provides us municipal, provincial and federal types of jurisdiction over a land base of 724 hectares.

Tsawwassen First Nation also became a full member of Metro Vancouver, the first First Nation to do so. We are now going through a period of revival and renewal as we plan our future and seek opportunities to sustain our growth physically, economically and culturally, for present and future generations.

TFN has an exciting and immediate opportunity for a *Substance Use Support Coordinator* to join our Health team. This position will have the opportunity to contribute to the exciting time of growth for the TFN Community.

Position Summary:

The Substance Use Support Coordinator works within a trauma informed, client and family centered model within a harm-reduction framework. The Substance Use Support Coordinator will provide supports and services to clients struggling with unmanaged substance use issues. This includes assisting in transition planning to and from treatment, post treatment supports, and supporting clients with managing their substance use. Monitors, documents and provides support to clients. Assists with basic living skills and system navigation. The Substance Use Support Worker will support TFN community members to remain active, healthy members of the TFN community. The position is part of a multi-disciplinary department that supports TFN families through outreach and in a case management role.

Specific Responsibilities

- Assist in the implementation of programming that will support the engagement of youth, adults and elders who are struggling with substance use through one-to-one supports or small group programs
- Build programming that will focus on a strengths-based approach to building resiliency and self-esteem
- Assist clients in identifying individual plans and client centered goals that focus on areas clients are interested in changing in their substance use; but can include other issues such as life skills, self-esteem, financial skills, obtaining and maintaining housing, and safety needs and safe health practices
- Assist clients in learning more about and/or connecting with TFN cultural practices, and traditions/healing
- Provide information and education on substance interactions, impacts of different substances on the brain and body, how to support family members struggling with substance use issues

- Build and maintain a network of positive working relationships with other TFN departments and outside service providers to ensure effective referrals and a good continuum of care. This includes attending and sitting on substance use and mental health community committees/ working groups
- Ensure that clients are engaged and connected to programming and supports offered through HSS and outside agencies. Assist clients in accessing outside services, working with HSS team to do referrals, and transporting clients when needed
- Provide interim support and services to clients who are on wait lists for outside services
- As required, consult with HSS programs, and other relevant individuals to identify and respond to the needs and goals of individual clients, coordinating case consultation when necessary following TFN procedures
- Function as a team member of the Health department in collaboration with the Family Services department. Attend and positively participate in staff meetings as required
- Keep abreast of all current social concerns, various modalities of substance use treatments and street trends and as required attend professional development activities in order to remain informed regarding issues relevant to providing services to TFN members
- Positively address all concerns, incidents or crises which affect program mandate, TFN policy, personal issues, and community relations
- Respect and assure clients of confidentiality in the community and with other service professionals
- Consult with and report to immediate supervisor, and prepare and submit reports to supervisors, as required. Maintain accurate client files along with all required forms, compile statistical records to support program needs and inform ongoing program development and evaluation. Ensure client files are kept in accordance with TFN Freedom of Information and Personal Privacy Act and other records keeping legislation that applies
- Assist other members of the Health and Family Services team in establishing a trusting, non-judgmental, non-exploitative rapport with clients. As required, perform any other duty that the Substance Use Support Supervisor deems necessary to ensure the safe, healthy, and productive operation of the program

Qualifications

- A diploma in Social Work, or in Addictions/Mental Health
- A minimum of two years' experience working in substance use field. We will also accept applications from people with the following: lived experience combined with education in areas of mental health and substance use; substance use certificate & mental health first aid; and/or a combination of relevant education & experience working with vulnerable Aboriginal adults
- Demonstrated experience establishing rapport and working effectively with First Nations adults, and clients who are substance involved
- Must have experience advocating with external service providers for clients who should be receiving additional support
- Must have a broad based knowledge of the family and social issues that First Nations families face today, including the generational impacts of the residential school system
- on First Nation families and communities, and a good understanding of First Nation (Coast Salish) cultures and traditions.
- Ability to develop and facilitate workshops and groups on a variety of issues to a diverse audience
- Must demonstrate a good working knowledge of community resources in Delta, particularly Aboriginal-specific resources. Knowledge of Fraser Health preferred
- Demonstrated self-initiative, as well as the ability to work independently and as part of a team
- Demonstrated ability to identify with the mandate, policies and procedures of the organization
- Must possess a strong working knowledge of computer systems and programs, social media and technology
- Must have strong written and oral communications skills, including the ability to compile accurate records and prepare reports. Must be able to keep excellent client records

- First Aid and Food Safe certification are assets; must be willing to obtain certification if provided the opportunity
- Must have a valid BC Class 5 driver's license, preference for those with a Class 4 license
- Must have a personal self-care plan in place. Must have a Criminal Record Review Check completed by and satisfactory to TFN

Working Conditions

Reporting to the Substance Use Support Supervisor, the Substance Use Support Coordinator is required to work full-time (37.5) hours per week. There will be flexibility required for the position and the hours and days of work may change based on operational needs or to meet the health and wellness needs of the community. Some evening, weekend and on-call work required

Wages: Pay scale for this position is \$33.26 to \$35.22 per hour with excellent benefits including enrolment in the BC Municipal Pension Plan. Placement within the pay scale is based on a review of skills, experience & internal equity.

Deadline: August 8, 2024

Qualified applicants are invited to submit their resume and cover letter to:

<https://scouterecruit.net/jobs/TSAW20>

We wish to thank all interested applicants; however, only short-listed candidates will be contacted for interview.

Pursuant to the Tsawwassen First Nation Government Employees Act, first priority in hiring among qualified applicants will be given to Tsawwassen Members, second priority to spouses (as defined in s. 3 (1) of the BC Family Law Act) of Tsawwassen Members, and third priority to members of other First Nations. If you fall within one of these categories and you wish to have this voluntary information considered as part of your application, please indicate the applicable category in your cover letter.



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TSAWWASSEN FIRST NATION

EMPLOYMENT OPPORTUNITY **LANDS ASSISTANT** (Full Time Regular)

Tsawwassen First Nation (TFN) is a self-governing First Nation that delivers a wide range of community services, including all of those typically delivered by municipalities. The Lands Department is responsible for the delivery of all planning, development, and engineering related services. The Community is in the midst of a significant development program, which includes the development of commercial, industrial, and residential properties. Along with the review and approval of the engineering infrastructure to support this development, the Lands Department is also responsible for assuming the ongoing maintenance and management of the infrastructure.

TFN is seeking a qualified individual to join our Lands Department in the permanent full-time position of Lands Assistant. The Lands Department seeks an individual with outstanding customer service and interpersonal skills to join their team. In this role you will be primarily responsible for providing front-line customer service and administrative support to the department, including accepting and tracking permit applications, and providing information and assistance at the front counter, over the telephone and through email regarding departmental activities, regulations and procedures. Other job duties are maintaining a variety of Departmental records, files and accounts, and performing other routine clerical tasks. The successful candidate is a self-starter, driven and highly organized, and possesses outstanding communication skills and customer service skills.

Requirements

- Completion of Grade 12 supplemented by word processing and administrative courses, preferably Microsoft Office Suite training, plus sound related experience performing reception and clerical functions; or an equivalent combination of training and experience
- Working knowledge of the terminology and processes related to building, zoning, bylaw and permit and license matters
- Experience in municipal, local government or real estate an asset
- Sound knowledge of computer systems and software applications, including Tempest and SharePoint, related to the job duties, and the ability to operate a variety of office equipment, including a switchboard
- Proficiency in the use of computer software including Microsoft Office with strong word processing and typing skills and the ability to create templates, spreadsheets and mail merges
- Sound knowledge of business English, spelling, punctuation and arithmetic
- Ability to deal effectively with the public and a variety of other internal and external contacts in processing inquiries and complaints and provide a variety of factual information and related services in a professional manner
- Ability to work collaboratively with others and to make a contribution to a team environment
- Ability to perform clerical duties with accuracy and detail and in accordance with established regulations, policies and procedures

- Ability to type a variety of material, compose routine correspondence and prepare and maintain files, records, reports and related material
- Ability to prioritize workloads, to work independently with minimal guidelines and supervision, and to perform tasks under periodic work pressure
- Valid Class 5 BC Driver's License and access to a reliable personal vehicle
- Positive attitude and willingness to adapt to an ever-changing workplace

Wages: Competitive pay commensurate with qualifications with excellent benefits including enrolment in the BC Municipal Pension Plan.

Hours of work: Monday to Friday 8:30 to 4:30 in our Lands Building

Application Deadline: Open until filled

If you are interested in a challenging opportunity with a leading edge progressive municipal type government, please upload your resume along with a cover letter by email to:

<https://scouterecruit.net/jobs/TSAW12>

Pursuant to the Tsawwassen First Nation *Government Employees Act*, first priority in hiring among qualified applicants will be given to Tsawwassen Members, second priority to spouses (as defined in s. 3 (1) of the BC *Family Law Act*) of Tsawwassen Members, and third priority to members of other First Nations. If you fall within one of these categories and you wish to have this voluntary information considered as part of your application, please indicate the applicable category in your cover letter.

We wish to thank all applicants for their interest; however, only short-listed candidates will be contacted for interview.



EMPLOYMENT OPPORTUNITY ECE Worker

Full Time, Regular

Tsawwassen First Nation has a wonderful and challenging opportunity, in our Early Childhood Education (ECE) Centre, for a full-time regular ECE worker.

Under the direct supervision of the ECE Coordinator, the ECE worker will provide quality, nurturing care to children enrolled in the program, communicate effectively with children their parents and other staff, demonstrate skills to properly address developmental needs of children, and maintain effective working relationships with children, parents, and staff.

Duties and Responsibilities:

- Plan, carry out, and assess developmentally appropriate activities and experiences that promote the well-being of each child and that respect and reflect the diverse needs of children
- Individualize the curriculum and ensure that all activities are accessible
- Assist children in expressing themselves by listening and responding with questions or comments that extend conversations
- Facilitate and nurture the development of each child's self-esteem, trust, and growing autonomy.
- Respond quickly to children's different and personal needs (verbal and non-verbal cues), temperament styles, skills, and abilities.
- Provide a daily balance of active/quiet, indoor/outdoor and individual/group activities
- Prepare the children's learning environment to learn through active exploration and interaction with adult caregivers.
- Use a variety of teaching techniques including modeling, observing, questioning, demonstrating and reinforcing
- Set reasonable behaviour expectations consistent with the centre's philosophy and policies
- Determine specific times during the day when some children may require extra staffing support
- Ensure guidance of children's behaviour that encourages positive self-concept
- Maintain a safe, clean, care-giving environment, practice good personal hygiene and hand washing, and assure the well-being and safety of all the children in the environment
- Ensure positive communication with enrolling parents/legal guardians
- Contribute to the ongoing operation of the centre
- Attend all training opportunities and staff meetings as provided and scheduled
- Observe children to detect signs of illness, injury, abuse, neglect, emotional disturbance, or other special needs, and reports these signs immediately to the ECE Coordinator or person in charge
- Provide for the physical safety of each child from arrival time until departure time
- Assist in the transition into the program and exiting out of the program
- Perform any other related tasks deemed necessary by the ECE Coordinator or Manager

Qualifications:

- Valid Childhood Education Certificate and license to practice (in accordance with the *Child Care Regulation*) is an essential requirement
- Valid Infant and Toddler Early Childhood Education Certificate and license to practice (in accordance with the *Child Care Regulation*) is a definite asset
- Valid safety oriented first aid certificate (will provide if no valid certification held)
- Criminal record check including vulnerable sector
- Ability to multitask & work independently as well as in a team environment
- Strong interpersonal communication skills
- Professional conduct and strict maintenance of confidentiality

Hours of work:

Hours of work are variable; all staff are on a weekly rotating shift. 7:00am to 3:30pm, 8:30am to 5:00pm and 9:30am to 6:00pm.

Salary will be commensurate with qualifications and includes an excellent benefits package with enrollment in the Municipal Pension Plan.

Job Type: Full-time

Required experience:

- ECE experience: 1 year minimum

Required license or certification: Early Childhood Education

Wages/Benefits:

Pay scale for this position is \$25.79 - \$27.40 per hour, plus wage enhancement with excellent benefits including enrolment in the BC Municipal Pension Plan. Placement within the pay scale is based on a review of skills, experience & internal equity.

All qualified applicants are invited to submit their resume and cover letter to:

<https://scouterecruit.net/jobs/TSAW28>

We wish to thank all interested applicants; however, only short-listed candidates will be contacted for interview.

Pursuant to the Tsawwassen First Nation *Government Employees Act*, first priority in hiring among qualified applicants will be given to Tsawwassen Members, second priority to spouses (as defined in s. 3 (1) of the BC *Family Law Act*) of Tsawwassen Members, and third priority to members of other First Nations. If you fall within one of these categories and you wish to have this voluntary information considered as part of your application, please indicate the applicable category in your cover letter.



EMPLOYMENT OPPORTUNITIES

Child and Youth Care Worker - Full Time Regular

Tsawwassen First Nation has an exciting employment opportunity for a full-time regular Child and Youth Care Worker. This position provides a variety of responsibilities required to ensure the full implementation of all children and youth programming as it relates to Tsawwassen First Nation. Your role is to inspire children and youth by being a strong role model and by demonstrating with your actions the contribution they can make to their community. You will be responsible for assisting the Child and Youth Team in planning, developing, and implementing programs, activities, workshops, special events and general required tasks.

Duties and Responsibilities:

Assist in the development and implementation of TFN school classes, after school programming, professional development days, spring break, summer, and Teen programming. Collaborate with the Child and Youth team developing workshops and programs that focus on aspects of healthy living, life skills and self reliance. Hosting groups focusing on personal confidence, self esteem and enhancement of cultural identity and drug/alcohol intervention and prevention.

- Assist the Child and Youth Team to plan, carry out, and assess developmentally appropriate activities and experiences that promote the well-being of each child that respect and reflect the diverse needs of children.
- Facilitate and lead specific programming in a classroom setting
- Demonstrate and exemplify personal leadership qualities that embody self-responsibility, community-building, and positive life choices.
- Individualize the curriculum and ensure that every child that participates in the Child and Youth Centre has access to all activities.
- Assist children in expressing themselves by listening and responding with questions or comments that extend conversations.
- Provide a daily balance of active/quiet, indoor/outdoor and individual/group activities.
- Use a variety of teaching techniques including modeling, observing, questioning, demonstrating and reinforcing.
- Set reasonable behavior expectations consistent with the center's philosophy and policies.
- Ensure guidance of children's behavior that encourages positive self-concept.
- Ensure the Child and Youth Centre environment is healthy and safe for all children.
- Ensure positive and effective communication with parents/legal guardians.
- Contribute to the ongoing operation of the Child and Youth Centre.
- Ability to adapt to changing priorities and activities in the Child and Youth Centre.
- Build strong interpersonal relationships with children and youth one to one and in group setting.
- Liaise with outside agencies and the community on programs relating to Tsawwassen First Nation children and youth.

- Assist in the delivery of Language and Culture programming and events that build support for TFN Culture and Traditions.
- Assist in the development and implementation of yearly community events (Easter, Halloween and Christmas).
- Assist in maintenance and enhancement of TFN's after school education program.
- Ability to maintain calm demeanor when faced with challenging behaviors and de-escalate in crises.

Qualifications and Conditions:

- Diploma in Recreation or Child and Youth Care from a recognized educational institution or equivalent education and experience.
- Valid BC Class 4 Driver's License.
- One to two years of related work experience.
- Valid safety oriented first aid certificate.
- Food Safe certificate.
- Enhanced criminal record review.
- Sound knowledge of the philosophy and objectives of planned youth recreation programs and activities.
- Strong interpersonal, communication, organizational, time management, conflict resolution, and problem-solving skills.
- Good computer skills.
- Leadership skills and abilities to provide and promote positive values and recreational/social benefits.
- Ability to supervise and oversee youth participating in program activities.
- Demonstrated ability to conduct themselves in a professional manner and maintain strict confidentiality.
- Ability to work independently or with minimum supervision while also a team player.

Hours of work:

12:00 – 8:00 and 2:00 to 10:00 Monday to Friday and some Saturdays

Wages/Benefits: Pay scale for this position is \$25.79 - \$30.62 per hour with excellent benefits including enrolment in the BC Municipal Pension Plan. Placement within the pay scale is based on a review of skills, experience & internal equity.

All qualified applicants are invited to submit their resume and cover letter to:

<https://scouterecruit.net/jobs/TSAW25>

We wish to thank all interested applicants; however, only short-listed candidates will be contacted for interview.

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TSAWWASSEN FIRST NATION
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EMPLOYMENT OPPORTUNITY
Community Support Worker

Tsawwassen First Nation (TFN) has employment opportunities for a Community Support Worker. The Community Support Worker will provide outreach and support services for high-risk and vulnerable Indigenous individuals, including youth and families. Under the direction of the Family Services Manager, the Community Support Worker will deliver a comprehensive support program for individuals within and connected to TFN. The goal of the program is to build protective factors and mitigate risk factors for vulnerable people through building trust, self-esteem, and a sense of connection to the community to reduce social isolation.

Duties and Responsibilities:

- Facilitate positive relationships between individuals accessing services and provide information and direction regarding options available to them.
- Assist in the implementation of programming that will support the engagement of high-risk individuals who are using substances and disconnected from the community in one-to-one supports or small group programs.
- Build programming that will focus on a strengths-based approach to building resiliency and self-esteem.
- Assist people in identifying individual plans and client centred goals that focus on areas they are interested in building skills/knowledge in areas such as: life skills, leadership skills, self-esteem, financial skills, obtaining and maintaining housing, educational, social, recreational, and safety needs and safe health practices.
- Assist people in learning more about and/or connecting with TFN cultural practices, and traditions.
- Ensure that people are engaged and connected to programming and supports offered through Family Services and outside agencies. Assist people in accessing outside services and working with Family Services team to do referrals and transport people as needed.
- As required, consult with Family Services programs, and other relevant individuals to identify and respond to the needs and goals of individuals, coordinating case consultation when necessary while following TFN procedures.
- Function as a team member of the Family Services department. Attend and positively participate in staff meetings as required.
- You contribute to an environment and seek what is best for individuals so they can flourish and grow in their environment.
- Positively address all concerns, incidents or crises which affect program mandate, TFN policy, personal issues and community relations.

- Respect and assure people of confidentiality in the community and other service professionals.
- Consult with and report to immediate supervisor and prepare and submit reports as required.
- Maintain accurate client files along with all required forms, compile statistical records to support program needs and inform ongoing program development and evaluation.
- Ensure client files are kept in accordance with TFN Freedom of Information and Personal Privacy Act and other record keeping legislation as applicable.
- Assist members of the Family Services team in establishing a trusting, non-judgmental, non-exploitative rapport with others.
- Perform other duties that the Family Services Manager deems necessary to ensure the safe, healthy, and productive operation of the program.
- Ability to work in a Community Support capacity as well as a residential support home.
- Perform basic household chores such as cooking, laundry, shopping for food and supplies, yard work, and upkeep of company vehicle while in the residential support home.

Qualifications

- A diploma in Social Work, Addictions/Mental Health, a combination of education and experience will be considered.
- Experience working with diverse people, including LGBTQIA2S individuals.
- Ability to treat everyone with fairness and respect in every type of situation.
- A minimum of two years' experience working with in substance use field. Consideration will also be given to individuals with lived experience combined with education in areas of mental health and substance use; substance use certificate & mental health first aid; and/or a combination of relevant education & experience working with vulnerable Aboriginal Peoples.
- Demonstrated experience establishing rapport and working effectively with First Nations people, and able to work within a harm reduction environment.
- Must have a broad knowledge of the family and social issues that First Nations individuals face today, including the generational impacts of the residential school systems on First Nation families and communities, and a good understanding of First Nation (Coast Salish) cultures and traditions.
- Ability to develop and facilitate workshops and groups on a variety of issues to a diverse audience.
- Demonstrated self-initiative, as well as the ability to work independently and as part of a team.
- Demonstrated ability to identify with the mandate, policies and procedures of the organization.
- Must have strong written and oral communications skills, including the ability to compile accurate records and prepare reports. Must be able to keep excellent client records.
- First Aid and Food Safe certification are assets; must be willing to obtain certification if provided the opportunity.
- Must have a valid BC Class 5 driver's license, preference for those with a Class 4 license.
- Non-Violent Crisis Intervention Certificate is an asset.
- Must have a Criminal Record Review Check completed by and satisfactory to TFN.

Working Conditions

The Community Support Worker is required to work flexible hours as placement in the residential support home may require overnight shifts.

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Qualified applicants are invited to submit their resume and cover letter to:

<https://scouterecruit.net/jobs/TSAW76>

Deadline: Posting is open until position is filled.

Wages: Pay scale for this position is \$25.79 to \$27.40 per hour with excellent benefits including enrolment in the BC Municipal Pension Plan. Placement within the pay scale is based on a review of skills, experience & internal equity.

We wish to thank all interested applicants; however, only short-listed candidates will be contacted for interview.



EMPLOYMENT OPPORTUNITY

Natural Resources Enforcement Officer

Tsawwassen First Nation (TFN) is a proud Coast Salish nation with our land base situated in Tsawwassen, B.C. In 2009, the Tsawwassen First Nation Final Agreement came into effect – this treaty was the first modern urban treaty in BC and the first treaty to be successfully negotiated through the BC Treaty Commission process.

Tsawwassen First Nation also became a full member of Metro Vancouver, the first First Nation to do so. We are now going through a period of revival and renewal as we plan our future and seek opportunities to sustain our growth physically, economically and culturally, for present and future generations.

TFN has an exciting and immediate opportunity for a Natural Resources Enforcement Officer who is a self-motivated individual with knowledge and experience working with First Nations and Fisheries and Oceans Canada. This is a regular full-time position that will require weekend work.

Specific Responsibilities:

- Working closely with the Natural Resource Manager, you will provide support of Tsawwassen Laws and Regulations by performing fisheries and wildlife enforcement functions.
- You have the proven capacity to foster good relationships with community, staff, and other First Nations or government agencies.

Working Conditions:

- The majority of the work will be outdoors during the fishing, hunting and gathering season. Offseason work is approximately 60% indoors performing administrative duties such as reports and record keeping.
- Some pulling and lifting up to 50 pounds will be required. Shoreline foot patrols will be required. Exposure to all weather conditions including on boat and on foot performing shoreline foot patrols while in uniform.

Qualifications:

- Excellent interpersonal and communication skills.
- The successful candidate will have experience in Enforcement, Boat/Land Patrol.

- Working knowledge of the *Fisheries, Wildlife, Migratory Birds and Renewable Resources Act*.
- An aboriginal Fisheries Guardian Training Certificate is an asset or equivalent education and experience.
- Valid BC Class 5 or Class 7(N) Drivers License.

Wages: Pay scale for this position is \$31.30 per hour with excellent benefits including enrolment in the BC Municipal Pension Plan. Placement within the pay scale is based on a review of skills, experience & internal equity.

Deadline: Open until filled

Qualified applicants are invited to submit their resume and cover letter to

<https://scouterecruit.net/jobs/TSAW75>

We wish to thank all interested applicants; however, only short-listed candidates will be contacted for interviews.



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TSAWWASSEN FIRST NATION

EMPLOYMENT OPPORTUNITY

Elder Administration and Program Facilitator (Full Time Regular)

The Tsawwassen First Nation (TFN) is seeking a compassionate, organized, and culturally aware Elder Administration and Program Facilitator. This role is pivotal in supporting the well-being of our Elders through effective program administration and facilitation. The successful candidate will work closely with Elders, community members, and TFN staff to create, manage, and deliver programs that enrich the lives of our Elders.

Specific Responsibilities

Program Development and Facilitation:

- Design, implement, and facilitate programs and activities that promote the health, wellness, and cultural engagement of TFN Elders
- Collaborate with Elders to identify their needs and preferences, ensuring programs are culturally relevant and beneficial
- Organize and lead workshops, social events, and cultural activities

Administration:

- Manage administrative tasks related to Elder programs, including scheduling, budgeting, and reporting
- Maintain accurate records of program activities, participation, and outcomes
- Prepare and submit regular reports to TFN leadership on program progress and impact

Elder Support:

- Provide direct support to Elders, addressing their concerns and facilitating access to community resources and services
- Coordinate transportation, health appointments, and other logistical needs for Elders as required
- Advocate for the needs and rights of Elders within the community and to external agencies

Community Engagement:

- Foster strong relationships with Elders, their families, and the wider TFN community
- Engage with community members to promote Elder programs and encourage participation
- Collaborate with other TFN departments and external organizations to enhance program offerings and resources

Qualifications

- A diploma or degree in social work, community development, recreation, Health/wellness or a related field is preferred
- Minimum of 2 years of experience working with Elders or in a community facilitation role.
- Experience in, administration, accounting and record keeping

Knowledge, Skills & Experience

- Strong understanding and appreciation of TFN culture, traditions, and the unique needs of Elders
- Excellent organizational, administrative, and project management skills
- Compassionate and empathetic approach to working with Elders
- Effective communication and interpersonal skills
- Ability to work independently and as part of a team
- Proficiency in Microsoft Office and other relevant software

Other Requirements:

- Must have a valid driver's license, Class 4 an asset
- Ability to work flexible hours, including evenings and weekends, as needed

Working Conditions

Work is performed primarily indoors in an office environment. Off-site travel is occasionally required to conduct site visits for construction projects, attend meetings, committees, conferences and training events.

Wages: Competitive pay and a generous benefit package commensurate with qualifications including enrollment in the Municipal Pension Plan.

Application Deadline: June 20, 2024

If you are interested in a challenging opportunity with a leading edge progressive municipal type government, please forward your resume along with a cover letter by email to

<https://scouterecruit.net/jobs/TSAW74>

We wish to thank all applicants for their interest; however, only short-listed candidates will be contacted for interview.

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TSAWWASSEN FIRST NATION

EMPLOYMENT OPPORTUNITY

Office Administration Supervisor – Full Time Regular

Tsawwassen First Nation (TFN) is a proud Coast Salish nation with our land base situated in Tsawwassen, B.C. In 2009, the Tsawwassen First Nation Final Agreement came into effect – this treaty was the first modern urban treaty in BC and the first treaty to be successfully negotiated through the BC Treaty Commission process.

Tsawwassen First Nation also became a full member of Metro Vancouver, the first First Nation to do so. We are now going through a period of revival and renewal as we plan our future and seek opportunities to sustain our growth physically, economically and culturally, for present and future generations.

Working Relationships

Reporting to the Director of Corporate Services and based out of the administration building, the Office Administration Supervisor works cooperatively with staff and Management, and interacts primarily with all staff and also with TFN Community Members, Chief and Executive Council, representatives of other governments, leaseholders, contractors, and other business partners. Lead administration support area. This role will have four roles reporting to it including the Executive Assistant to the Chief, Executive Assistant to the CAO, the Corporate Governance Clerk, and the Office Assistant. There may be changes to the reporting structure as operational needs progress.

Specific Responsibilities

- Share responsibilities for frontline support with the Receptionist and other admin staff including relief coverage, special projects, and event assistance
- Provide executive assistance to the Chief as required
- Provide general support to visitors in a professional and friendly manner
- Manage inventory of office, kitchen and snack supplies
- Manage relationships with Members, staff, service providers and vendors
- Track expenses on the corporate credit card and provide receipts and any supporting documentation to Finance team
- Receive and sort incoming and outgoing mail and courier deliveries
- Coordinate admin building meetings and conference room bookings
- Liaise with leadership to handle requests and queries
- Carry out any other tasks deemed necessary by the Management Team
- Daily walk-through of the office to ensure everything is in order
- Providing clerical support to departmental staff across the organization
- Creating Word and Excel documents (e.g. letters, templates, spreadsheets) per departmental requests and needs
- Monitor office inventory and order office supplies

- Operate (or learn how to operate) photocopiers, telephone systems, postage meters, scanners
- Use MS Outlook to send out all staff emails using appropriate protocols
- Use writing skills and attention to detail to assist in the creation of newsletters and other internal and external communications

Education/Experience:

- Ability to multitask is a key priority of this position
- Multi-line telephone system experience strongly desired
- Intermediate to advanced keyboarding skills (e.g. 50 wpm with accuracy)
- Strong verbal and written communication skills essential
- Degree, Diploma or Certificate in Office Administration or experience in a related field
- Minimum of 3-5 years of experience in the clerical field or in a related area
- Knowledge of commonly-used office administration tools, concepts, practices, and procedures
- Should have a working knowledge or experience with filing systems
- Be punctual and reliable
- Professional appearance and demeanor
- Experience working in a First Nation environment preferred or possess cultural awareness and sensitivity
- Excellent interpersonal skills
- Proficient in with MS Office Suite including Excel, Word, and Outlook
- Well-developed organizational skills, including exceptional attention to detail
- Demonstrated work ethic
- Valid BC Driver's License (Class 5) and reliable personal vehicle
- Satisfactory Criminal Record Check

Working Conditions

Work requires moderate physical exertion such as bending, lifting, carrying, and pushing. Work is mainly indoors but will occasionally be outdoors when moving between buildings or running off-site errands.

Deadline: June 20, 2024

Wages: Pay scale for this position is \$31.31 to \$35.22 per hour with excellent benefits including enrolment in the BC Municipal Pension Plan. Placement within the pay scale is based on a review of skills, experience & internal equity.

Hours of work: Monday to Friday 8:30 to 4:30

Qualified applicants are invited to submit their resume and cover letter to:

<https://scouterecruit.net/jobs/TSAW73>

We wish to thank all interested applicants; however, only short-listed candidates will be contacted for interview.

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TSAWWASSEN FIRST NATION

EMPLOYMENT OPPORTUNITY

Office Administration Supervisor – Full Time Regular

Tsawwassen First Nation (TFN) is a proud Coast Salish nation with our land base situated in Tsawwassen, B.C. In 2009, the Tsawwassen First Nation Final Agreement came into effect – this treaty was the first modern urban treaty in BC and the first treaty to be successfully negotiated through the BC Treaty Commission process.

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Specific Responsibilities

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- Carry out any other tasks deemed necessary by the Management Team
- Daily walk-through of the office to ensure everything is in order
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- Strong verbal and written communication skills essential
- Degree, Diploma or Certificate in Office Administration or experience in a related field
- Minimum of 3-5 years of experience in the clerical field or in a related area
- Knowledge of commonly-used office administration tools, concepts, practices, and procedures
- Should have a working knowledge or experience with filing systems
- Be punctual and reliable
- Professional appearance and demeanor
- Experience working in a First Nation environment preferred or possess cultural awareness and sensitivity
- Excellent interpersonal skills
- Proficient in with MS Office Suite including Excel, Word, and Outlook
- Well-developed organizational skills, including exceptional attention to detail
- Demonstrated work ethic
- Valid BC Driver's License (Class 5) and reliable personal vehicle
- Satisfactory Criminal Record Check

Working Conditions

Work requires moderate physical exertion such as bending, lifting, carrying, and pushing. Work is mainly indoors but will occasionally be outdoors when moving between buildings or running off-site errands.

Deadline: June 20, 2024

Wages: Pay scale for this position is \$31.31 to \$35.22 per hour with excellent benefits including enrolment in the BC Municipal Pension Plan. Placement within the pay scale is based on a review of skills, experience & internal equity.

Hours of work: Monday to Friday 8:30 to 4:30

Qualified applicants are invited to submit their resume and cover letter to:

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TSAWWASSEN FIRST NATION

EMPLOYMENT OPPORTUNITY

PLANNER I – Community Planning (Full-Time 14-Month Contract)

Tsawwassen First Nation (TFN) is a self-governing First Nation that delivers a wide range of community services, including all of those typically delivered by municipalities. The Lands Department is responsible for the delivery of all planning, development, and engineering related services.

TFN is seeking a qualified individual to join our Lands Department in the full-time 14-month contract position of Planner 1 - Community Planning, with the possibility of being converted to a permanent position. Reporting to the Manager of Community Planning Services, The Planner I – Community Planning will be responsible for a wide range of long-term planning and member engagement initiatives under guidance of senior planning staff, including researching, analyzing, preparing, and updating TFN's land use plans, policies, and regulations.

The Planner I – Community Planning will work closely with staff in the Lands Department, Municipal Infrastructure Department, Language & Culture Department, Policy & Intergovernmental Affairs and Government Services Departments. The successful incumbent will be expected to maintain effective working relationships with staff members, Chief and Council, community members and the public.

Specific Responsibilities

- Undertake long-range planning processes and engage in future-oriented planning. Coordinate with consultants/contractors as needed, draft consultant service contracts, manage third party contracts, and facilitate Member engagement sessions to align with community/leadership objectives
- Prepare concise reports for Executive Council (EC) consideration, draft memos, and policy documents as needed. Conduct research, analysis, and inter-departmental liaison to achieve organizational goals
- Review, interpret, and analyze land use acts, policies, and regulations
- Coordinate meetings, conduct independent document reviews, identify issues, propose solutions for review by senior staff, and assist in project management, including budget preparation, scheduling, and payment processing
- Collect, analyze, and present statistical information related to planning and zoning research to committees, senior staff, and TFN membership. Prepare and deliver presentations as required.
- Assist in planning presentations to official bodies (e.g., Agricultural Advisory Committee), including scheduling committee meetings, ensuring quorum, creating meeting presentations and graphics, recording minutes, and following up on meeting outcomes
- Respond to planning information requests from TFN Members, leaseholders, and outside groups or agencies addressing concerns, locating information, and providing responses verbally or via email

- Manage internal communications with TFN staff, including providing project updates, preparing meeting minutes and reports, clarifying technical project requirements, and processing invoices and expenses
- Develop Request for Proposals (RFPs) for artwork to be developed by TFN Resident Artists, youth, and other members, and confirm cost and timelines prior to drafting and managing Artist Agreements
- Identify and pursue grant opportunities as necessary, prepare grant reports (interim and final), manage grant budgets, and provide overall financial management for all community planning initiatives, and coordinate related events and meetings
- Other duties/responsibilities as assigned

Qualifications

- University degree in Planning (e.g., Urban and Regional) from an accredited planning program. A relevant program with pertinent working experience may be considered.
- A registered Professional Planner or eligibility for membership with the Planning Institute of British Columbia (PIBC)
- Two to three years' experience in a similarly complex and diverse municipal environment

Knowledge, Skills & Experience

- Excellent technical writing and interpersonal communication skills. Ability to write clear, concise, logically connected reports and briefing notes
- Ability to research and develop policy documents and implementation strategies collaboratively with various stakeholder/community groups
- Working knowledge of the functions and interactions of the various levels of government including federal, provincial, Treaty First Nation and municipal
- Knowledge and experience working with First Nations communities and governments – familiarity with the activities and culture of TFN is considered an asset
- Working knowledge of municipal regulations and laws relating to planning applications and engineering specifications, including a clear understanding of their interrelationships
- Experience in the review and recommendations for approval of development applications
- Proficient in Microsoft Office applications, such as word processing, spreadsheet, database, and presentation software applications, as well as Internet research abilities
- Experience using ArcGIS or similar GIS system
- Experience using graphic design software
- Ability to respect confidentiality, and to communicate effectively and courteously with all levels of staff, external government agencies/authorities, the development community, TFN members and leaseholders
- Ability to work independently as well as in a team environment
- Capacity to respond quickly to changing demands and priorities under tight deadlines
- Strong problem-solving skills, adept at brainstorming and creatively overcoming project barriers, such as devising strategies to revitalize stalled engagement programs in response to unforeseen challenges
- Demonstrated ability to lead collaborative decision-making processes with project team members, including selecting the most effective approaches for community engagement and resolving site or project-related issues
- Must complete a satisfactory Criminal Records Check
- Valid Class 5 BC Driver's License and access to a reliable personal vehicle
- Experience with Tempest software is an asset

Working Conditions

Work is performed primarily indoors in an office environment with the option to work remotely a few days a week. Off-site travel is occasionally required to conduct site visits for construction projects, attend meetings, committees, conferences, and training events

Wages: Pay scale for this position is \$45.30 to 47.83 per hour (\$88,335 to \$93,268 per annum) with excellent benefits including enrolment in the BC Municipal Pension Plan. Placement within the pay scale is based on a review of skills, experience & internal equity.

Application Deadline: June 20, 2024

If you are interested in a challenging opportunity with a leading edge progressive municipal type government, please forward your resume along with a cover letter by email to:

<https://scouterecruit.net/jobs/TSAW71>

We wish to thank all applicants for their interest; however, only short-listed candidates will be contacted for interview.

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EMPLOYMENT OPPORTUNITY
ASSET MANAGEMENT SPECIALIST
Regular Full Time

About Tsawwassen First Nation

Tsawwassen First Nation (TFN) is a proud Coast Salish nation with our land base situated in Tsawwassen, B.C. In 2009, the Tsawwassen First Nation Final Agreement came into effect – this treaty was the first modern urban treaty in BC and the first treaty to be successfully negotiated through the BC Treaty Commission process. The Treaty provides us municipal, provincial and federal types of jurisdiction over a land base of 724 hectares.

Tsawwassen First Nation is a full member of Metro Vancouver, the first First Nation to do so. We are now going through a period of revival and renewal as we plan our future and seek opportunities to sustain our growth physically, economically and culturally, for present and future generations.

About the Opportunity

Tsawwassen First Nation has an exciting opportunity for a full-time Asset Management Specialist, based in Tsawwassen, BC.

This is a new position and we are seeking a highly motivated, collaborative, and experienced Asset Management Specialist to establish and oversee the TFN's inaugural Infrastructure Asset Management program. The successful candidate will be responsible for developing and implementing comprehensive asset management strategies, policies, and processes to ensure the efficient and effective management of the TFN's infrastructure assets. Also, responsible for and lifecycle analysis and program development to support rehabilitation and replacement planning for municipal facilities and infrastructure assets.

Specific Duties and Responsibilities

- Collaborate with internal departments, external stakeholders, and community partners to gather data, assess asset and information needs, and develop long-term asset management strategies.
- Develop and implement an infrastructure asset management framework, including asset inventories, condition assessments, performance metrics, and risk management protocols.
- Lead the development of strategies for various infrastructure assets, including roads, bridges, utilities, facilities, and public spaces.
- Supervise asset condition assessments, lifecycle analyses, and risk assessments to inform long-term financial planning, decision-making processes and prioritize asset management activities.
- Assist with asset management policies, procedures, and best practices in alignment with industry standards, regulatory requirements, and organizational objectives.
- Implement and utilize asset management software and tools to maintain accurate asset inventories, track asset performance, and facilitate data-driven decision making.
- Inform other TFN departments (Operations & Public Works) on maintenance programs, and develop budget forecasts to support asset renewal, rehabilitation, and replacement strategies.
- Provide leadership, guidance, and training to staff members involved in asset management activities to ensure consistent and effective implementation of asset management practices.
- In addition to asset management duties, provide support in project managing capital works.
- Perform other related duties as required.

Knowledge, Skills and Abilities

- Strong knowledge of asset management principles, methodologies, and best practices.
- Experience in conducting lifecycle analyses, and risk assessments for infrastructure assets. Ability to establish Levels of Service (LOS), KPI indicators, and baseline data requirements.
- Proficiency in asset management software and systems, GIS technologies, and database management tools.
- Excellent project management skills with the ability to prioritize tasks, meet deadlines, and manage multiple projects simultaneously.
- Effective communication and interpersonal skills with the ability to collaborate with diverse stakeholders and communicate complex technical concepts to non-technical audiences.

Qualifications

- Bachelor's degree in Engineering or Asset Management, or Engineering Technologist with GIS background with 10 years of work experience.
- Minimum of 5 years of experience related to civil infrastructure design, infrastructure asset management and project management experience.

Certifications

- Professional certifications such as Certified Asset Management Professional (CAMP) or Certified Infrastructure Asset Manager (CIAM) are an asset but not required.
- Valid BC Driver's License and ability to travel to project sites as required.

Working Conditions

- Work is performed primarily indoors in an office environment. Off-site travel and extended hours are occasionally required for meetings, field inspections, and attending conference and training events.

Location: Lands Office at 2460 Falcon Way, Tsawwassen, BC.

Deadline: Open until filled

Salary: TFN government provides a competitive salary (commensurate with experience); and excellent benefits package including Municipal Pension Plan.

Wages: Competitive pay commensurate with qualifications with excellent benefits including enrolment in the BC Municipal Pension Plan

Application: Qualified applicants are invited to submit their resume and cover letter to

careers@tsawwassenfirstnation.com

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TSAWWASSEN FIRST NATION

EMPLOYMENT OPPORTUNITY

Administrative Assistant – Government Services (FT Regular)

Tsawwassen First Nation (TFN) is a proud Coast Salish nation with our land base situated in Tsawwassen, B.C. on the Salish Sea, near the mouth of the Fraser River. In 2009, the Tsawwassen First Nation Final Agreement came into effect –the first modern urban treaty in BC. TFN is a self-governing First Nation with a busy Government Services department. The department plays a key role in supporting the elected leadership of Tsawwassen Government, including managing meetings for the Tsawwassen Legislature and the Advisory Council. Additionally, the department manages communications and information management functions for Tsawwassen Government.

*TFN is seeking a qualified individual to join our Government Services Department in the permanent position of Administrative Assistant. This position is full time 5 days (37.5 hours) per week, however we will consider candidates who are interested in a more flexible schedule working 4 days (30 hours) per week. In this role you will be primarily responsible for providing administrative support to the department, including assisting with scheduling, meeting logistics and preparing relevant materials, and taking minutes. You will also assist the Manager of Government Services with providing records management support to other departments, such as file inventories and assistance with transfers to offsite storage. Other job duties include managing invoices and other clerical support tasks for the Government Services and Policy and Intergovernmental Affairs departments. The positions offers the opportunity to learn about Tsawwassen legislative processes and expand your knowledge and skills in the areas of government administration, communications, and information management. The successful candidate is a self-starter, highly organized, eager to grow their technical proficiency with office software, and possesses outstanding communication skills and interpersonal skills. **TFN Members who are interested in developing their office administration skills while learning about Tsawwassen Government are encouraged to apply.***

Requirements

- Completion of Grade 12 supplemented by training in office administration, plus sound related experience performing clerical functions; or an equivalent combination of training and experience.
- Proficiency with Microsoft Office software including Word and Excel; experience working with SharePoint and/or information management systems would be an asset.
- Previous experience with invoice processing, minute taking, and data entry would be an asset.
- Knowledge and experience working with First Nations communities and governments.
- Understanding of the history and culture of Tsawwassen First Nation and Coast Salish Peoples
- Sound knowledge of business English and proficiency in writing reports and correspondence

- Ability to work collaboratively with others.
- Ability to perform clerical duties with accuracy and detail and in accordance with established regulations, policies, and procedures.
- Ability to prepare and maintain files, records, reports, and related material.
- Ability to prioritize workloads, to work independently with minimal guidelines and supervision, and to perform tasks under periodic work pressure.
- Valid Class 5 BC Driver's License and access to a reliable personal vehicle.
- Positive attitude and willingness to adapt to an ever-changing workplace.

Wages: \$26.80 per hour; excellent benefits including enrolment in the BC Municipal Pension Plan.

Hours of work: Position will be full time (37.5 hours per week) during regular business hours (Mon-Fri 8:30 to 4:30). TFN will consider applicants who are looking for a more flexible schedule working 4 days (30 hours) per week. Some work outside of regular office hours may be required.

Work is performed primarily indoors in an office environment. Remote working may be possible for part of the time.

Application Deadline: Open until filled

If you are interested in a challenging opportunity with a leading edge progressive Indigenous government, please click on the link below

[Apply Now: Administrative Assistant - Government Services](#)

We wish to thank all applicants for their interest; however, only short-listed candidates will be contacted for interview.

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EMPLOYMENT OPPORTUNITY
CAPITAL PROJECT ENGINEER
Regular Full Time

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About the Opportunity

Tsawwassen First Nation has an exciting opportunity for a full-time Capital Project Engineer, based in Tsawwassen, BC.

This position is responsible for planning, design review, and construction of capital works projects. This position also oversees contract management of capital projects pertaining to municipal infrastructure, government facilities, parks infrastructure, and commercial and multi-family residential construction.

Specific Duties and Responsibilities

- Develops, implements and oversees project related scopes of work, schedules and budgets.
- Provides professional and technical expertise, guidance and direction to staff.
- Prioritize the assigned projects through continuous review and updates.
- Coordinate and manage a range of funding and grant agreements, ensuring the fulfillment of all obligations and commitments for timely access to funding streams.
- Assist with value engineering on projects with the design team for cost-efficient solutions.
- Review the work of engineering and architectural consultants and contractors for capital projects.
- Oversee procurement, manage contractor relationships, and enforce compliance.
- Maintain project documentation and provide regular updates to stakeholders.
- Able to simultaneously manage multiple tasks and projects effectively.

- Prepares reports and recommendations for presentation for internal and external stakeholders.
- Perform other duties as required.
- May be required to assume other responsibilities during emergencies in the municipal environment.

Knowledge, Skills and Abilities

- Knowledge of building design and construction techniques.
- Broad engineering and construction knowledge in multiple disciplines is an asset.
- Ability to manage time-sensitive and high priority projects.
- Conduct post project evaluation and identifying successful and unsuccessful project elements.
- Able to work independently and develop initiatives and programs in response to the needs of the department as well as corporate policies and goals.
- Willingness to be flexible in a changing work environment.
- Organized, self-motivated, and able to manage competing priorities.
- Experience working in a local government is an asset.
- Possess strong problem-solving and troubleshooting skills.
- Ability to manage stakeholder expectations and communications.

Qualifications

- Bachelor's degree in civil engineering or construction management with 10+ years of project management experience or equivalent.
- Project management experience in commercial, multi-unit residential construction, and municipal infrastructure.

Certifications

- Professional engineering (P.Eng.) designation with Engineers and Geoscientists British Columbia (EGBC) or eligibility for designation.
- Project Management Professional (PMP) or Certified Construction Manager (CCM) are desirable.
- Valid BC Driver's License and ability to travel to project sites as required.

Working Conditions

- Work is performed primarily indoors in an office environment.
- Off-site travel and extended hours are occasionally required for meetings, field inspections, and attending conference and training events.

Wages Competitive pay commensurate with qualifications with excellent benefits including enrolment in the BC Municipal Pension Plan

Deadline Open until filled

Application Qualified applicants are invited to submit their resume and cover letter to

careers@tsawwassenfirstnation.com

We wish to thank all applicants for their interest; however, only short-listed candidates will be contacted for interview.

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Educational Opportunity Available at TFN

TFN and Kwantlen Polytechnic University (KPU) are offering **tuition-free** English upgrading classes for a wide range of adult learners.

Do you want to:

- Develop essential skills for **employment**?
- Further your **education**?
- Pursue **post-secondary studies**?

We offer:

- **Customized** and **flexible** learning plans
- A **friendly** and **supportive** learning environment
- Assistance with **resumes, cover letters, job or grant applications, and computer skills** (Microsoft Word, PowerPoint, etc.)

Members who enroll in the program will be provided with a **laptop computer**. **Lunch** is also provided.

Classes are at TFN on **Tuesdays and Thursdays, 11am-2pm**. Enrollment is ongoing, so new students can start anytime.

For more information, contact Terry Baird at tbaird@tsawwassenfirstnation.com or 604-999-7740.



Current Job Opportunities

Vancouver Fraser Port Authority

July 12, 2024

The Vancouver Fraser Port Authority is dedicated to employment equity and creating a workplace reflecting the diversity of our port community. We are committed to collaborating with the Tsawwassen First Nation to identify opportunities for members to explore available roles within our organization.

To view our current opportunities, visit our [career page](https://www.portvancouver.com/careers/) at: <https://www.portvancouver.com/careers/>

Current Job Opportunities

<p>Applications Administrator</p> <p>The application administrator, financial systems, plays a critical role in designing, implementing, and supporting the port authority integrated financial and business solutions. This position is responsible for keeping the technical foundation of assigned systems on the supported versions and updated with the latest available security patches.</p>	<p>Real Estate Assistant (Term)</p> <p>The Real Estate Assistant performs property management functions of a less-complex nature including administering standardized agreements for low risk uses such as short-term agreements, barge moorage and log storage property agreements, recreational docks, and filming as assigned. The role also provides administrative support to senior real estate staff and managers on real estate matters.</p>
<p>Senior Internal Auditor</p> <p>The senior internal auditor is a member of the internal audit department that provides independent and objective assurance and advisory services to port authority management and the Board. Internal audit's services aim to support the execution of the port authority's strategy through a risk-based approach to evaluate and improve the effectiveness of governance, risk management, and control processes.</p>	<p>Business Intelligence Analyst – BTO</p> <p>The business intelligence analyst – BTO develops and implements visualizations and dashboards that provide actionable insights to the business. This role uses a blend of creative and technical skills to develop intuitive BI solutions that meet the needs of our users.</p>

<p>Senior Business Analyst - Business Transformation Office (Systems)</p> <p>The senior business analyst - BTO assumes a critical role in the efficient planning and execution of project deliverables by spearheading senior level, complex and multifaceted business analysis activities for system implementation, transformative or optimization initiatives. Employing comprehensive business analysis, proficient requirements management, and user acceptance and adoption techniques, the senior business analyst champions the business perspective throughout the project lifecycle.</p>	<p>Senior Occupational Health & Safety (OHS) Coordinator</p> <p>The Senior Occupational Health & Safety (OHS) Coordinator is a member of and works closely with the Health & Safety team to meet the VFPA's occupational health and safety commitment, objectives and responsibilities. The role supports the development and maintenance of the Occupational Health and Safety Program, Hazard Prevention Program and supports the Contractor Safety Management Program and incident management for the Maintenance & Canada Place Facilities (M&CPF) department.</p>
<p>Executive Assistant to the Vice President</p> <p>The Executive Assistant to the Vice President is responsible for the senior executive administrative support for the vice president in support of divisional and organizational objectives in a manner that reflects organizational values.</p>	<p>Executive Office Assistant (Term)</p> <p>The Executive Office Assistant (rep term for a period up to May 20, 2024) supports the work of the president's office by providing confidential administrative support to the senior executive assistant to the president and the chair and vacation relief of the executive leadership team's executive assistants in support of organizational objectives in a manner that reflects organizational values.</p>
<p>Office Assistant (Casual)</p> <p>As the Casual Office Assistant, you are responsible for performing bilingual reception and switchboard duties while supporting office administration by greeting visitors, receiving all incoming couriers and mail and disbursing according to process and procedures. You will also maintain office equipment including photocopiers, faxes, and coffee machines, ordering and organize storage of office stationery and standard office supplies and to assist departments with departmental orders of office supplies through the corporate vendors.</p>	<p>Office Facilities Coordinator (Term)</p> <p>As the Office Facilities Coordinator, you will be responsible for coordinating a wide range of office facility administration. This position maintains facility service task records, coordinates maintenance and repairs tasks by liaising with Canada Place Maintenance, VFPA Maintenance, and external property management, maintains accurate inventory and vendors lists, and prepares purchase orders following procurement guidelines. This position works closely with the Manager, Facilities & Administration to coordinate office space plans and seating assignments.</p>

Vice President, Operations & Supply Chain

The Vice President, Operations & Supply Chain plays a key role in the strategic planning process by advancing solutions to modernize and increase the movement of vessels and cargo within our jurisdiction. Crucial to this role will be responsibility for overseeing the development and implementation of the port authority's Connect+ initiatives designed to increase innovation, data sharing and collaboration throughout supply chains essential to moving Canada's trade through the port authority.

Interested in Applying?

Please feel free to apply directly through our [career page](#). When submitting your application, under "Where did you hear about this position?" please choose the option "First Nations Job Board – Tsawwassen".

If you would like to apply through a representative or learn more about our opportunities through an exploratory call, please reach out to a contact listed below:

Tsawwassen First Nation Representatives

Terry Baird, *Tsawwassen First Nation Employment Coordinator*

Email: tbaird@tsawwassenfirstnation.com

Vancouver Fraser Port Authority Representatives

Jessica Cross-McCauley, *Tsawwassen First Nation Relationship Coordinator*

Email: jessica.mccauley@portvancouver.com

Brynn Danvers, *Talent Acquisition and Marketing Specialist*

Email: brynn.danvers@portvancouver.com

Maria deBrigard, *Manager, Talent Acquisition*

Email: maria.debrigard@portvancouver.com

About Us

As a Canada Port Authority governed by the Canada Marine Act, our mandate is to responsibly facilitate Canada's trade through the Port of Vancouver, the country's largest port. We are accountable to the federal minister of transport, and we work for the benefit of all Canadians.

Our Mission

Our mission is to enable Canada's trade objectives, ensuring safety, environmental protection, and consideration for local communities.

Our Vision

Our vision is for the Port of Vancouver to be the world's most sustainable port.

Our Definition of a Sustainable Port

A sustainable port delivers economic prosperity through trade, maintains a healthy environment, and enables thriving communities through collective accountability, meaningful dialogue, and shared aspirations.

To learn more about our organization, visit our website at: www.portvancouver.com

The UAPICBC

Is governed by a joint and equal board of representatives from MIRA (Mechanical Industry Relations Association) and UA Local 170. The Board supports opportunities in employment for successful students completing our programs.

Our pre-apprenticeship training programs include:

- Trades Awareness Program (TAP)
- Piping Foundation
- Welding Foundation

The Industry Training Authority (ITA) offers piping trades apprenticeship training in the following disciplines:

- Plumbing Levels 1, 2, 3 and 4
- Sprinklerfitting Levels 1, 2, and 3
- Steamfitting Levels 1, 2, 3 and 4
- Welding Foundation, Level B and A
- Welding Levels 1,2 and 3 *with a sponsor*



THE PURPOSE OF THE UA PIPING INDUSTRY COLLEGE OF BC IS TO PROVIDE THE TRAINING AND ESSENTIAL SKILLS NECESSARY TO MEET INDUSTRY'S PRESENT AND FUTURE NEEDS AND TO OPTIMIZE THE EMPLOYABILITY OF OUR STUDENTS.



MAIN CAMPUS: DELTA

Suite 101 - 1658 Fosters Way
Annacis Island, Delta, BC, V3M 6S6
604.540.1945 | 1.877.540.1945

Branch Campus: Fort St. John

7825 100th Avenue
Fort St. John, BC, V1J 1W1
250.263.9595


Terrace Satellite Campus

3120 Highway 16 East
Thornhill, BC, V8G 4N8
778.634.2347

uapicbc.ca

email: registrar@uapicbc.ca
phone: 604.540.1945

   @uapicbc



UA
Piping Industry
College of BC

PIPING
FOUNDATION

PIPING FOUNDATION

TRAINING CONSISTS OF THE FOUNDATION MATERIAL OF ALL THREE OF THE PIPING TRADES: PLUMBING, STEAMFITTING AND SPRINKLERFITTING.

THERE IS A STRONG FOCUS ON THE PRACTICAL SIDE OF THE TRADE AND THE COURSE WILL ALLOW STUDENTS TO CHOOSE A PATH IN ONE OF THESE TRADES.



APPRENTICESHIP LEVEL 1

Piping Foundation is a 21 week, level one, common-core technical training course comprised of the essential skills for plumbing, steamfitting and sprinklerfitting. Students are required to choose which trade to specialize in at roughly the mid-way point of the program.

Upon successful completion of this training, apprentices are awarded with a certificate of completion in level one Piping Foundation in the trade of their choosing by the Industry Training Authority. These are some of the topics that will be covered in this program.

- SAFETY
- COMMON TOOLS AND EQUIPMENT
- MATH AND SCIENCE
- BASIC ELECTRICITY
- COMMUNICATION AND LISTENING SKILLS
- DRAFTING AND BLUEPRINT READING
- TEAMWORK
- RIGGING
- PIPES, VALVES AND FITTING
- SOLDERING AND BRAZING
- OXY-FUEL CUTTING AND WELDING
- THREADING

IN-SCHOOL TECHNICAL TRAINING: 21 weeks
PRE-REQUISITES: Grade 10 Math and English



CERTIFICATION OF COMPLETION FOR LEVEL ONE TECHNICAL TRAINING IN THE RESPECTIVE **TRADE OF CHOICE**

FACILITIES & SERVICES

Our campuses use state-of-the-art equipment that meet or exceed industry standards.

All instructors are highly experienced and have completed their Red Seal designation and Instructor Certification.

Our colleges are student-focused and maintain low student-to-instructor ratios.

Parking is available and all of our campuses are conveniently located along transit routes.

STUDENT FINANCIAL AID SERVICES

There are a number of financial aid opportunities that may be available to you.

EI through WorkBC
www.workbc.ca

Student Aid BC
www.studentaidbc.ca

Government of Canada's Support for Apprentices
www.canada.ca/apprentice

Please contact each financial aid provider to see if you qualify for any of these funding opportunities.

Canada
This project is funded in part by the Government of Canada's Union Training and Innovation Program.



The UA Piping Industry College of BC (UAPICBC)

IS BRITISH COLUMBIA'S LEADING PIPING TRADES COLLEGE.

We offer apprenticeship training in Plumbing, Sprinklerfitting, Steamfitting and full certification training in Welding. Our programs are designated by the Industry Training Authority and we are fully accredited by PCTIA (Private Career Training Institutions Agency).

UAPICBC has training facilities ideally situated throughout the province. Our flagship campus, a 70,000 square foot facility with the latest in training technology, was constructed in 2008 and is located in Delta, BC. We also have a branch campus located in Fort St John, BC and two satellite campuses: one in Kitimat, BC and one in Terrace, BC.

FACILITIES AND SERVICES

- All our campuses use state of the art equipment that meet or exceed industry standards
- All our instructors are highly experienced and have their Red Seal designation in addition to having completed Instructor certification training
- Our campuses are student focussed and maintain low student-to-instructor ratios
- Student financial aid opportunities are available

FINANCIAL AID OPPORTUNITIES

UAPICBC offers a number of financial aid options for students.

1. Service Canada (EI training subsidies)
2. Student Aid BC
3. Labour Market Agreement (LMA) funding – eligible participants may qualify for supports such as:
 - subsidized tuition
 - daycare subsidies
 - protective clothing
 - subsidized meals

MAIN CAMPUS: DELTA
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7825 100th Avenue
Fort St. John, BC, V1J 1W1
250.263.9595

Satellite Campus: Kitimat
651 Columbia Ave
Kitimat, BC, V8C 1V4
778.631.2979 | 1.855.231.2979

Satellite Campus: Terrace
3120 Highway 16 East
Thornhill, BC, V8G 4N8
778-634-2347

uapicbc.ca



Funding provided through the Canada-British Columbia Labour Market Agreement.



About UAPICBC

The UA Piping Industry College of BC (UAPICBC) is British Columbia's leading Piping Trades college. We offer apprenticeship training in Plumbing, Sprinklerfitting, Steamfitting and full certification training in Welding. Our programs are designated by the Industry Training Authority and we are fully accredited by PCTIA (Private Career Training Institutions Agency).

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WELDER FOUNDATION

The Welder Foundation program is the entry level program for this trade. Completing this program permits you to weld in the construction and metal working industries. Training consists of learning to weld various steel and aluminum parts using shielded metal arc (SMAW), gas metal arc (GMAW), and flux core arc welding (FCAW) processes, in the fabrication, construction, erection, and repair components of structures, in plate and structural applications. A portion of this program is offered on-line through our E-pprentice flexible learning module. The recommended pre-requisite for this training is completion of Grade 12 or GED. Minimum requirement is Grade 10 completion, including English, Math and Science 10.

Upon successful completion of this training, which includes a minimum mark of 70% in the technical training portion and Level 1 and Level 2 ITA standardized written exams, the Industry Training Authority will grant a Certificate of Completion for Welder Foundation. Individuals will receive credit for completion of Level 1 and 2 technical training and 300 hours towards the completion of the Welder apprenticeship program.

WELDER LEVEL 3

A Welder completing this level will have the training and capability to weld ferrous and non-ferrous metals in all positions, on both plate and/or pressure piping using shielded metal arc (SMAW), gas tungsten arc (GTAW), and flux core arc welding (FCAW) processes. The pre-requisite for this training is: successful completion of Welder Foundation or of Welder Levels 1 and 2 as well as 3,000 hours of work based training. Students also require an employer/sponsor.

Upon successful completion of this training, completion of the required number of work based hours (4,500), a pass mark on the Interprovincial Red Seal Exam and logbook completion, the Industry Training Authority will grant a Welder - Certificate of Qualification with Interprovincial Red Seal Endorsement and a Welder – Certificate of Apprenticeship.

SPECIALTY METALS ENDORSEMENT

Completing this program gives a welder the training and ability to weld all materials, including specialized alloys, by any manual process in any position. The Specialty Metals Endorsement is the highest level in the piping industry. The pre-requisite for this training is a Welder Certificate of Qualification with Interprovincial Red Seal endorsement.

Upon successful completion of the technical training which includes a minimum mark of 70% in the technical training portion and on the ITA standardized written exams, completion of the required number of work-based hours (900), and logbook completion, the ITA will grant a Specialty Metals Endorsement



WHY CHOOSE A CAREER IN TRADES?

OPPORTUNITY:

British Columbia is set to benefit from major economic growth over the coming years. The construction trades will play a huge role in this development.

EARN WHILE YOU LEARN:

Apprenticeship training takes, on average, 3-4 years to complete. Construction trades offer satisfying and rewarding careers, with above-average starting wages. Completing your training and becoming a journeyman offers better employability and higher wages.



WOMEN

Each year, we help women to achieve success in trades training by providing a supportive and inclusive learning environment.

INDIGENOUS PEOPLE

UAPICBC is committed to providing meaningful and progressive trades training to Indigenous People through-out the province.

NEW COMERS

Over the years we have helped many new Canadians find a rewarding career in the trades

UNDER REPRESENTED GROUPS

UAPICBC strives to create an inclusive environment that encourages participation in the trades for everyone.



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UAPICBC
Piping Industry
College of BC

TRADES AWARENESS PROGRAM

WE ARE UAPICBC

The UA Piping Industry College of BC is British Columbia's leading piping trades college. We offer apprenticeship training in plumbing, steamfitting, welding and sprinkler-fitting.

Our instructors are dedicated to working with our students to help them be successful as they work toward their certification in their trade. We have three campuses; our main campus located in Delta, our branch campus in Fort St. John and our satellite campus in Terrace.



UAPICBC IS AN INDUSTRY TRAINING AUTHORITY (ITA) DESIGNATED TRAINING PROVIDER.

TRADES AWARENESS PROGRAM WHO IS IT FOR?

This course is designed to give you the hands-on experience that will help you decide which trade is right for you. You will train in a number of different construction trades that are relevant and in high demand.*

The course may include:

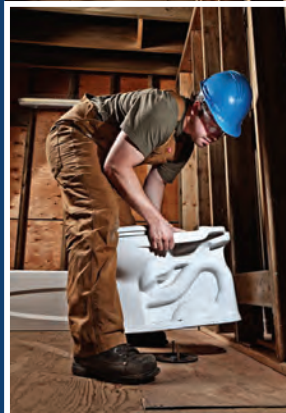
ESSENTIAL SKILLS TRAINING: Learn the skills that are key to being successful in work, learning and life.

SAFETY TRAINING: Learn trade and site specific safety as well as gain relevant certification.*

HANDS-ON EXPERIENCE: Gain practical knowledge while learning what it takes to succeed in the trades.

UPGRADING/CAREER ACTION PLAN/PLACEMENT ASSISTANCE.

Selection of trades varies and depends on availability



HAVE YOU EVER BUILT A WALL?

HAVE YOU EVER TRIED WELDING?



HAVE YOU EVER LAID A FLOOR?



FACILITIES & SERVICES

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Please contact each financial aid provider to see if you qualify for any of these funding opportunities.

Canada

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TAKE HOME SOMETHING GREATER

Solid pay. Real benefits.

Earn \$17.40/hr or more.

Grow with the Amazon team in the Greater Vancouver area. Visit amazon.com/vancouverhourlyjobs now to learn more or sign up for job alerts at amazon.ca/jobalerts.





Operations Superintendent – GCT Deltaport

GCT is the largest terminal operator and maritime employer in the country. We are the major entry point for international trade in Canada, totaling over \$2 billion in economic output each year. Operating on the West Coast for over a hundred years, with the support of our people, we played a major role in the development of the Asia Pacific Gateway.

We offer rewarding opportunities for team-oriented individuals who thrive in a fast-paced environment that are accountable, innovative, and driven to achieve challenging goals. We have an opportunity for an Operations Superintendent at our Deltaport terminal.

Key Responsibilities

- Participate in and lead the daily activities to ensure safe, efficient operations and optimize the utilization of manpower, equipment and space in vessel, yard, and rail operations.
- Implement and manage standard operations procedures.
- Review performance against operating plans and standards.
- Consistently attain and/or exceed productivity and cost targets.
- Identify opportunities to add value for our customers through efficiencies and continuous improvement.
- Identify cost containment opportunities through planning efficiencies.
- Supervise foremen, hire daily labour, and determine operations training needs.
- Manage performance of operations personnel including day-to-day interaction with business agents regarding discipline matters.
- Ensure compliance with regulations and guidelines, including collective agreements, in all matters including health, safety, environmental and labour relations.
- Conduct investigations into workplace accidents or incidents and prepare reports with findings and resolutions.

Compensation

- Salary range \$121,032-\$181,560
- Annual incentive plan.
- Competitive benefits plan.

Requirements

Education & Experience:

A university degree or college diploma in a related field is preferred such as business administration, commerce or logistics/transportation; OR the equivalent combination of operations training and experience in the related disciplines is required.

Other requirements include:

- Completion of relevant management training programs and 3 years of experience in a supervisory role at a marine container terminal operation
- Experience working within unionized environments
- Excellent communication skills (verbal and written)
- Superior time management and organizational skills
- Exceptional customer service orientation
- Demonstrated problem solving ability
- Working knowledge of safety, environmental and government regulations as they relate to employee and company compliance; personal safety, chemical handling, and WHMIS
- Shift flexibility related to 24/7 operation
- The ability to work at any of our GCT locations

Leadership Practices

Model the Way – Leaders find their voice by clarifying their personal values and expressing them in a style that is authentically their own, and they set the example by aligning actions with shared values.

Inspire a Shared Vision – Leaders envision the future by imagining exciting and ennobling possibilities and enlisting others in a common vision by appealing to shared aspirations.

Challenge the Process – Leaders search for opportunities by seeking innovative ways to change, grow, and improve. They also experiment and take risks by constantly generating small wins and learning from mistakes.

Enable Others to Act – Leaders foster collaboration by promoting cooperative goals and building trust. They strengthen others by sharing power and discretion.

Encourage the Heart – Leaders recognize contributions by showing appreciation for individual excellence. They also celebrate values and victories by creating spirit of community.

GCT is an Equal Opportunity employer and is committed to creating a diverse and inclusive environment. All qualified applicants will receive consideration for employment without regard to age, race, ethnicity, religion, gender identity or expression, sexual orientation, national origin, genetics or medical history, disability, veteran status, and all other non-merit characteristics. Please feel welcome to advise us on your preferred pronouns in your application.

To Apply

To take your career where tomorrow arrives today, visit our website for a more detailed job description: <https://globalterminals.com/careers/>. Click on Career Opportunities and apply online.

Safety. Pride. Professionalism.

Maintenance Superintendent – GCT Deltaport

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We offer rewarding opportunities for team-oriented individuals who thrive in a fast-paced environment that are accountable, innovative, and driven to achieve challenging goals. We have an opportunity for a full-time regular Maintenance Superintendent reporting to the Manager, Maintenance within the Maintenance Department at GCT Deltaport.

Key Responsibilities

General Duties

- Provide technical and troubleshooting expertise for container handling equipment with an emphasis on container terminal cranes.
- Work closely with the maintenance and engineering team to support safe, efficient maintenance activities by ensuring all resources understand and follow appropriate methods, procedures, and techniques to successfully meet Overall Equipment Effectiveness (OEE) standards and targets.
- Extensive 'in field' responsibilities to ensure work is being completed safely, as planned and on schedule.
- Lead and participate in daily activities to optimize the cost-effective inspection, maintenance, and utilization of equipment to achieve equipment availability and reliability requirements to meet operational demands.
- Implement and manage standard maintenance procedures. Review performance and compliance against maintenance standards and targets and policies.
- Identify opportunities to add value for our operation through efficiencies, availability, reliability, and continuous improvement.
- Plan and manage improvement projects.
- Work closely with the finance department to ensure budgets are maintained.
- Other duties as required.

Compensation

- Salary range \$115,200 - \$180,000 (Band M2).
- 20% bonus target.
- Defined benefit pension plan.
- Competitive health, dental and disability benefits.

Requirements

Education & Experience:

- Superior working knowledge of terminal crane systems and container cranes is essential. Extensive experience with ZPMC cranes and Konecranes is preferred.
- Demonstrated working knowledge of mechanical maintenance and processes including:
 - Container Crane Structures
 - Power Transmission
 - Hydraulic and Pneumatic Systems
 - Reliability Centered Maintenance (RCM)
 - Computerized Maintenance Management
 - Lean Six Sigma
- Exceptional problem-solving ability.
- Demonstrated ability to work collaboratively, build alignment to common goals and achieve desired outcomes.
- Excellent communication skills (verbal and written).
- Superior time management and organizational skills. Strong customer service orientation.
- Working knowledge of Federal Workplace Health and Safety Legislation, environmental and government regulations as it relates to employee and company compliance; personal safety, chemical handling, and WHMIS.
- Demonstrated ability to work effectively within unionized environments.
- Shift flexibility related to 24/7 operation.

These capabilities have typically been developed through the completion of a post-secondary Degree or Diploma in Engineering, Engineering Technology, Interprovincial Trades Qualification Certificate (or equivalent) and ten (10) years or relevant related experience, or an equivalent combination of education and experience.

Leadership Practices

Model the Way – Leaders find their voice by clarifying their personal values and expressing them in a style that is authentically their own, and they set the example by aligning actions with shared values.

Inspire a Shared Vision – Leaders envision the future by imagining exciting and ennobling possibilities and enlisting others in a common vision by appealing to shared aspirations.

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To Apply

To take your career where tomorrow arrives today, visit our website for a more detailed job description: <http://globalterminals.com/content/careers>. Click on Career Opportunities and apply online.

Safety. Pride. Professionalism.



Traffic Technician

Reports directly to the Traffic Foreman.

- Set up various lane closures.
- Perform various Traffic Labour jobs such as RPM install, sign installation, temporary line tape, attaching barrier reflectors per Engineered Drawings.
- Operate lane closure truck, highway truck and/ or crash attenuator.
- Control Traffic when required.
- Follow all WorkSafe Regulations.
- Follow TMM and various other Regulatory documents.
- Mostly Night shift, but will be occasional day shifts.
- Overtime available.

Duties will vary.

Requirements:

BC Traffic Control Certification

CSA Steel Toe Boots

Experience with Construction and Traffic Control Activities

Good professional work attitude

Familiar with BC Highways and Crash Attenuator Trucks

Civil Construction Workers - Labourers to Forepersons Needed

Pacific Gateway Constructors (PGC) – Delta, BC

PGC is looking for new team members to fill various **Civil Construction Workers** positions for exciting Infrastructure projects in and around the Lower Mainland of BC. There is no camp work / live out (LOA) available at this time.

The following positions (including qualifications) are available:

Civil Construction Labourers:

- Be able to load & unload building materials and equipment as needed
- Assist in preparing work site to eliminate potential hazards
- Maintain the cleanliness of the site to ensure it is clear of waste and scrap material
- Provide daily labour support as directed by the Civil Division on-site team
- Willingness to work outdoors in all weather conditions
- Safety knowledge and some experience in the construction industry
- Ability to lift 50lbs unassisted, and be fit to work
- Experience with basic power and construction tool
- Ability to communicate in English, oral and written

Utility Crew Pipe Layers:

- Reliable and has a valid driver's license and your own transportation
- Experience working in shored trenches installing various pipe types
- Good communicator and enjoys working on a team
- Certifications an asset: First aid, Confined Space, Utility Locating, Rigging, etc.
- Preference given to those who are able to work with qualified apprentices and teach the trade.

Grademan / Graderperson:

- Reads drawings and prepares notes to lay various municipal pipe types & systems
- Understands offset layout & cut sheets provided by subcontracted survey companies
- Maintains, checks and transports survey instruments
- Communicates effectively with pipe crew to set pipe or elements correctly
- Keeps notes to record installation details and accurately transposes all of those to as built drawings neatly
- Stays 2 steps ahead with preparation for the upcoming operation
- Can work under pressure – understands that nothing happens until the pipe shooter is good to go

- Can switch to road building when required
- Experience with GPS systems an asset

Experienced Equipment Operators:

- Minimum 5 years working experience required on full size excavators
- Primary experience is on an Excavator, but ability to operate backhoe, dozer, &/or loader an asset
- Achieves maximum production with full attention to crew safety and the prevention of incidents
- Understands & completes daily equipment service requirements and inspection log
- Participates in safe work planning and communicates effectively
- Has experience with various shoring types and excavations to maximum reach of digging depth
- Has experience working with pipe crews and is comfortable working in tight spaces and in traffic
- Has experience digging around live systems
- Can pull trench, cut slope or grade to finish tolerance
- Experience with GPS systems an asset

*** These positions are Union positions and earns Union wages, with extended Healthcare Benefits, access to additional training through the Training Plan, and a Union-sponsored Pension Plan.*

PGC is committed to equity, diversity and inclusion in our recruitment and hiring practices



we are
HIRING!

Carpenters

Carpenters needed for assembly of forms for concrete, wood and metal frame construction (wages range between \$22-38/hr). Join us on this exciting new Project!

APPLY NOW! Send resume to:
sclarke@fcgp.ca



Pattullo Bridge
Replacement Project



**we are
HIRING!**

Cement Masons

Cement masons needed to roadworks and bridge construction (wages range between \$19-48/hr). Join us on this exciting new Project!

APPLY NOW! Send resume to:
sclarke@fcgp.ca



Pattullo Bridge
Replacement Project



we are **HIRING!**

Ironworkers

Ironworkers needed to support rigging, welding, riveting, bolting, drilling, fitting and fabricating works (wages range between \$30-53/hr). Join us on this exciting new Project!

APPLY NOW! Send resume to:
sclarke@fcgp.ca



Pattullo Bridge
Replacement Project



**we are
HIRING!**

Labourers

Positions available for labourers (wages range between \$16-38/hr). Opportunity to gain valuable experience on this exciting Project! Requirements: CSTS-2020, RSTS, or Site Ready BC.

APPLY NOW! Send resume to:
sclarke@fcgp.ca



Pattullo Bridge
Replacement Project



**we are
HIRING!**

Pile Drivers

Pile drivers needed for the bridge construction (wage range \$50-/hr). Join us on this exciting new Project! Requirements: Pile Driver ticket or apprenticeship certification.

APPLY NOW! Send resume to:
sclarke@fcgp.ca



BCIB Trade Profiles

BCIB is the provincial Crown corporation implementing the Community Benefits Agreement (CBA) in British Columbia. The CBA is a model for building public infrastructure projects in a way that British Columbians benefit first – through careers, training and by building a human legacy in communities closest to the project.

BCIB is the employer of the skilled trades workforce on some of BC's biggest construction projects and uses three key tools to grow and diversify BC's skilled trades workforce:

- 1) Priority hiring for Indigenous peoples, women and other groups underrepresented in the trades, including locals living within 100km of a jobsite;
- 2) Maximizing apprenticeship opportunities on projects so workers can grow their careers; and
- 3) Changing the culture on jobsites so Indigenous workers, women and others feel safe and respected in their career.

BCIB is moving away from the traditional job application model:

People that work in construction often have experience across multiple trades. If you have experience in multiple trades, you may be eligible for multiple job openings on multiple CBA projects local to your community.

BCIB hires based on forecasts from the Prime Contractor, meaning that different jobs in different trades may become available at different times. Creating and updating a BCIB profile allows candidates to be assessed for all incoming positions.

BCIB is partnered with the Allied Infrastructure Related Construction Council of BC, which represents 19 trades unions. We send completed BCIB applicant profiles to these unions for review. BCIB works with our union affiliates and multiple referral agencies to provide skills training opportunities.

Recruiting through Trade Profiles:

To recruit workers, BCIB has moved away from job postings and job descriptions and now uses Trade Profiles. These Trade Profiles were developed to communicate positions and trades that are being recruited for **in advance of the actual worker dispatch date**, this allows BCIB adequate time to assess, upskill, and recruit candidates. The Prime contractor determines the numbers of positions available and any specialized certification requirements which can vary and change over the life of the project.

To apply for work opportunities with BCIB, applicants can start by creating an online profile at www.bcib.ca. If you have already applied, please email workforce@bcib.ca to activate your profile.

Trade Profile: Carpenter – V. 1

BCIB is recruiting for Carpenters and Apprentices.

Carpenters and Apprentices may be required on the Pattullo Bridge Replacement Project in the next six months.

BCIB recruits' workers by using Trade Profiles. Trade Profiles differ from typical job descriptions as they do not include specific duties, and exact positions may include specialized certifications or experience.

Trade Profiles describe the types of trades BCIB expects to hire on a project. We know what jobs will be required on a project, but we don't always know in advance the number of positions that will be available or details like the specialized certifications required. The contractor and subcontractors let BCIB know these details closer to the start of work, but we want workers to get prepared and register with BCIB well ahead of being needed on site.

Job Description Overview:

As described by the ITA, carpenters may be required to build and repair a vast array of structures made of wood, wood-substitutes, and other materials. Carpenters assemble and erect forms for concrete, wood and metal frame construction and use plans and instruments to prepare for excavating and shoring.

Working Conditions:

- Must be able work extended shift hours, in all weather conditions
- Noisy and dusty environments on all types of terrain
- Personal Protective Equipment will be required (e.g. steel-toed safety boots, safety glasses/goggles, etc.)
- Experience working in a busy job environment will be considered an asset

Qualifications and Certifications that are considered an Asset:

- CSTS-2020, RSTS, or Site Ready BC (Link for enrolment to be provided by BCIB)
- Experience in Bridge construction considered an asset.
- Valid Carpentry ticket or apprenticeship certification considered an asset
- General carpentry and/or concrete formwork experience, both engineered and freeform considered a key asset
- Have an understanding and the ability to follow safe work procedures

Skills Development:

BCIB works with a network of support organizations for many skilled and unskilled tradespeople. If there are additional training or skilled trades development opportunities, BCIB will reach out to connect you.

*This Trade Profile is subject to change due to project needs, contractor requirements and other general updates to work timelines and scope.

Trade Profile: Iron Worker – V. 1

BCIB is recruiting for Iron workers and Apprentices.

Iron workers and Apprentices may be required on the Pattullo Bridge Replacement Project in the next six months.

BCIB recruits' workers by using Trade Profiles. Trade Profiles differ from typical job descriptions as they do not include specific duties, and exact positions may include specialized certifications or experience.

Trade Profiles describe the types of trades BCIB expects to hire on a project. We know what jobs will be required on a project, but we don't always know in advance the number of positions that will be available or details like the specialized certifications required. The contractor and subcontractors let BCIB know these details closer to the start of work, but we want workers to get prepared and register with BCIB well ahead of being needed on site.

Job Description Overview:

As described by the ITA, Ironworker's may be required to perform any of the following tasks including rigging, welding, burning, riveting, bolting, drilling, fitting and fabricating or otherwise handles structural shapes and plates in the erection, demolition, repair and routine maintenance of steel structures, such as buildings, towers, cranes, and bridges, and are involved with placing or moving machinery, curtain wall, window wall, tilt-up, column cladding, architectural metal, the detailing, placing, post-tensioning, pre-stressing and tying of reinforcing steel or cable including the unloading and handling of all such material in the field for work as is usually performed by a journey person Ironworker.

Working Conditions:

- Must be able work extended shift hours, in all weather conditions
- Noisy and dusty environments on all types of terrain
- Personal Protective Equipment will be required (e.g. steel-toed safety boots, safety glasses/goggles, etc.)
- Experience working in a busy job environment will be considered an asset

Qualifications and Certifications that are considered an Asset:

- CSTS-2020 or RSTS (Link for enrolment to be provided by BCIB)
- Experience working in bridge construction will be considered an asset.
- Valid Ironworker ticket or apprenticeship certification considered an asset
- Valid Fall Protection certification considered an asset
- Valid Elevated Work Platform certification considered an asset
- Have an understanding and the ability to follow safe work procedures

Skills Development:

BCIB works with a network of support organizations for many skilled and unskilled tradespeople. If there are additional training or skilled trades development opportunities, BCIB will reach out to connect you.

*This Trade Profile is subject to change due to project needs, contractor requirements and other general updates to work timelines and scope.

Trade Profile: Labourer – V. 1

BCIB is recruiting for Labourers and Apprentices.

Labourers and Apprentices may be required on the Pattullo Bridge Replacement Project and the Broadway Subway Project in the next six months.

BCIB recruits' workers by using Trade Profiles. Trade Profiles differ from typical job descriptions as they do not include specific duties, and exact positions may include specialized certifications or experience.

Trade Profiles describe the types of trades BCIB expects to hire on a project. We know what jobs will be required on a project, but we don't always know in advance the number of positions that will be available or details like the specialized certifications required. The contractor and subcontractors let BCIB know these details closer to the start of work, but we want workers to get prepared and register with BCIB well ahead of being needed on site.

Job Description Overview:

As described by the ITA, Labourers perform physical tasks such as cleaning, removing debris, loading and unloading materials, assembling and disassembling temporary structures, installing and removing concrete forms, mixing, pouring and spreading materials such as concrete and asphalt, digging trenches, compacting earth, reading and following construction plans and blueprints and assisting skilled craftspeople with their duties. The job of a laborer varies, changing from day to day. They perform a variety of duties involving tool use, lifting, carrying, and managing equipment and machinery to provide support and aid to the skilled craftspeople on-site. Positions which may be available include Driller/ Driller helper, First Aid Attendant, High scaler Flag person, Pipelayer, Raker person, Shotcrete nozzle person, Forepersons, Underground Labourers, and TBM Operators

Working Conditions:

- Must be able work extended shift hours, in all weather conditions
- Noisy and dusty environments on all types of terrain
- Personal Protective Equipment will be required (e.g. steel-toed safety boots, safety glasses/goggles, etc.)
- Experience working in a busy job environment will be considered an asset

Qualifications and Certifications that are considered an Asset:

- CSTS-2020, RSTS, or Site Ready BC (Link for enrolment to be provided by BCIB)
- Relevant certifications considered an asset (eg. TCP, Working from Heights, Fall protection, confined spaces, ect.)
- Have an understanding and the ability to follow safe work procedures

Skills Development:

BCIB works with a network of support organizations for many skilled and unskilled tradespeople. If there are additional training or skilled trades development opportunities, BCIB will reach out to connect you.

*This Trade Profile is subject to change due to project needs, contractor requirements and other general updates to work timelines and scope.

Trade Profile: Office and Technical Staff – V. 1

BCIB is recruiting for Office and Technical staff and Apprentices.

Office and Technical staff may be required on the Broadway Subway Project in the next six months.

BCIB recruits' workers by using Trade Profiles. Trade Profiles differ from typical job descriptions as they do not include specific duties, and exact positions may include specialized certifications or experience.

Trade Profiles describe the types of trades BCIB expects to hire on a project. We know what jobs will be required on a project, but we don't always know in advance the number of positions that will be available or details like the specialized certifications required. The contractor and subcontractors let BCIB know these details closer to the start of work, but we want workers to get prepared and register with BCIB well ahead of being needed on site.

Job Description Overview:

Office and Technical staff are comprised of several different work designations including Clerical staff, Surveyors, Laboratory Technicians, Quantities Technicians, Inspectors, as well as Biologists and Environmental technicians.

Working Conditions:

- Must be able work extended shift hours, in all weather conditions
- Noisy and dusty environments on all types of terrain
- Personal Protective Equipment will be required (e.g. steel-toed safety boots, safety glasses/goggles, etc.)
- Experience working in a busy job environment will be considered an asset

Qualifications and Certifications that are considered an Asset:

- CSTS-2020 or RSTS (Link for enrolment to be provided by BCIB)
- Valid certificates based on trades designation considered an asset
- Have an understanding and the ability to follow safe work procedures

Skills Development:

BCIB works with a network of support organizations for many skilled and unskilled tradespeople. If there are additional training or skilled trades development opportunities, BCIB will reach out to connect you.

*This Trade Profile is subject to change due to project needs, contractor requirements and other general updates to work timelines and scope.

Trade Profile: Equipment Operator – V. 1

BCIB is recruiting for Equipment Operators and Apprentices.

Equipment Operators and Apprentices may be required on the Pattullo Bridge Replacement Project and Broadway Subway Project in the next six months.

BCIB recruits' workers by using Trade Profiles. Trade Profiles differ from typical job descriptions as they do not include specific duties, and exact positions may include specialized certifications or experience.

Trade Profiles describe the types of trades BCIB expects to hire on a project. We know what jobs will be required on a project, but we don't always know in advance the number of positions that will be available or details like the specialized certifications required. The contractor and subcontractors let BCIB know these details closer to the start of work, but we want workers to get prepared and register with BCIB well ahead of being needed on site.

Job Description Overview:

As an Equipment Operator you will be required to safely operate heavy equipment with precision. Task examples may include rough and finished grade, ripping, ditching and sloping, blending and spreading material, utility and grade maintenance work, building haul roads, loading haul trucks, stockpiling, material handling, possible, compacting for ground density and grade and excavating in close proximity to personnel and other equipment.

Working Conditions:

- Must be able work extended shift hours, in all weather conditions
- Noisy and dusty environments on all types of terrain
- Personal Protective Equipment will be required (e.g. steel-toed safety boots, safety glasses/goggles, etc.)
- Experience working in a busy job environment will be considered an asset

Qualifications and Certifications that are considered an Asset:

- CSTS-2020, RSTS, or Site Ready BC (Link for enrolment to be provided by BCIB)
- Valid HEO ticket considered an asset
- Valid Ground Disturbance certificate considered an asset
- Operator must possess mechanical skills to perform in a strenuous and dangerous work environment
- Have an understanding and the ability to follow safe work procedures

Skills Development:

BCIB works with a network of support organizations for many skilled and unskilled tradespeople. If there are additional training or skilled trades development opportunities, BCIB will reach out to connect you.

*This Trade Profile is subject to change due to project needs, contractor requirements and other general updates to work timelines and scope.

Trade Profile: Pile Driver – V. 1

BCIB is recruiting for Pile Drivers and Apprentices.

Pile Driver and Apprentices may be required on the Pattullo Bridge Replacement Project and Broadway Subway Project in the next six months.

BCIB recruits' workers by using Trade Profiles. Trade Profiles differ from typical job descriptions as they do not include specific duties, and exact positions may include specialized certifications or experience.

Trade Profiles describe the types of trades BCIB expects to hire on a project. We know what jobs will be required on a project, but we don't always know in advance the number of positions that will be available or details like the specialized certifications required. The contractor and subcontractors let BCIB know these details closer to the start of work, but we want workers to get prepared and register with BCIB well ahead of being needed on site.

Job Description Overview:

As described by the ITA a piledriver and bridge worker may be required to construct, install, repair or remove all types of deep piles and caisson foundations and other types of marine installations: such as bridges, docks, wharves, tunnels and bulkheads. Skills required are fitting, welding, rigging, form-work and timber/ concrete construction, seamanship, heavy-duty equipment operation, and environmentally safe practices.

Working Conditions:

- Must be able work extended shift hours, in all weather conditions
- Noisy and dusty environments on all types of terrain
- Personal Protective Equipment will be required (e.g. steel-toed safety boots, safety glasses/goggles, etc.)
- Experience working in a busy job environment will be considered an asset

Qualifications and Certifications that are considered an Asset:

- CSTS-2020, RSTS, or Site Ready BC (Link for enrolment to be provided by BCIB)
- Valid Pile Driver ticket or apprenticeship certification considered an asset
- Have an understanding and the ability to follow safe work procedures

Skills Development:

BCIB works with a network of support organizations for many skilled and unskilled tradespeople. If there are additional training or skilled trades development opportunities, BCIB will reach out to connect you.

*This Trade Profile is subject to change due to project needs, contractor requirements and other general updates to work timelines and scope.

Trade Profile: Teamster – V. 1

BCIB is recruiting for Teamster and Trainees.

Teamsters and Trainees may be required on the Pattullo Bridge Replacement Project and Broadway Subway Project in the next six months.

BCIB recruits' workers by using Trade Profiles. Trade Profiles differ from typical job descriptions as they do not include specific duties, and exact positions may include specialized certifications or experience.

Trade Profiles describe the types of trades BCIB expects to hire on a project. We know what jobs will be required on a project, but we don't always know in advance the number of positions that will be available or details like the specialized certifications required. The contractor and subcontractors let BCIB know these details closer to the start of work, but we want workers to get prepared and register with BCIB well ahead of being needed on site.

Job Description Overview:

Teamsters also known as drivers many be tasked with jobs such as driving an end or bottom dump, turnarockers, lowbeds, mobile mix trucks, asphalt sprayer, pup, transfer or slider trailer and service trucks.

Working Conditions:

- Must be able work extended shift hours, in all weather conditions
- Noisy and dusty environments on all types of terrain
- Personal Protective Equipment will be required (e.g. steel-toed safety boots, safety glasses/goggles, etc.)
- Experience working in a busy job environment will be considered an asset

Qualifications and Certifications that are considered an Asset:

- CSTS-2020 or RSTS (Link for enrolment to be provided by BCIB)
- Valid Driver's License
- Valid Air Brake Endorsement considered an asset
- Have an understanding and the ability to follow safe work procedures

Skills Development:

BCIB works with a network of support organizations for many skilled and unskilled tradespeople. If there are additional training or skilled trades development opportunities, BCIB will reach out to connect you.

*This Trade Profile is subject to change due to project needs, contractor requirements and other general updates to work timelines and scope.



WE ARE HIRING!

NEW!

- ◆ **Accounting/Administration Assistant:** Full-time, Permanent, Salary
- ◆ **Traffic Control Personnel:** \$22–\$30 an hour, Full-time, Permanent
- ◆ **Civil Estimator/Project Manager:** Min 5-years experience, Full-time, Permanent
- ◆ **Pipe Layer:** Pipe Laying Experience Required, Full-Time, Hourly
- ◆ **Labourer:** Experience is not mandatory however, starting wage dependent on skill level, Hourly.

All roles offer competitive wages, opportunities for advancement, comprehensive benefits including extended health, holiday pay, and classroom and on-the-job training. Field roles are CLAC Union.

To find out more, contact: **Nicci Bergunder** nicci@matconcivil.com

Since 2008, the TFN Construction / Matcon Civil Joint Venture partnership (TMJV) has been completing heavy civil construction and environmental contracting works including site filling and grading for Tsawwassen First Nation (TFN).