



GITANYOW HEREDITARY CHIEFS OFFICE

Gitanyow Fisheries Authority

Job Opportunity: *Salmon Enhancement Program Operations Manager*

Location: Gitanyow, BC

Salary: \$75,000–\$95,000/year

Hours: Full-time

Application Deadline: June 26, 2026

About Us

The Gitanyow Fisheries Authority (GFA) works on behalf of the Gitanyow Hereditary Chiefs to conserve, protect, and rebuild fisheries resources throughout Gitanyow Lax'yip in the Nass and Skeena watersheds. GFA combines western science and Gitanyow stewardship principles to support sustainable fisheries management and salmon recovery.

The Opportunity

GFA is seeking an experienced and motivated Salmon Enhancement Program Operations Manager to lead operations at our new salmon enhancement facility and work with other GFA biologists on associated field programs.

This position will oversee hatchery operations, fish culture activities, staff supervision, infrastructure maintenance, regulatory compliance, budgeting, and reporting. The successful candidate will play a key role in rebuilding Kitwanga sockeye salmon populations and supporting long-term fisheries sustainability within Gitanyow Lax'yip.

Key Responsibilities

- Manage hatchery operations and salmon enhancement activities.
- Oversee broodstock collection, spawning, incubation, rearing, marking, release, and monitoring programs.
- Implement fish health, biosecurity, and emergency response protocols.
- Supervise hatchery, field, technical, and seasonal staff.
- Develop annual work plans, budgets, and operational reports.
- Ensure compliance with regulatory, funding, and reporting requirements.
- Maintain hatchery infrastructure and coordinate contractors and maintenance activities.
- Participate in designing experiments, implementing studies and the analysis of results.
- Provide technical advice to GFA leadership, government agencies, and project partners.
- Integrate Gitanyow stewardship values and traditional knowledge into program delivery.
- Perform standby requiring immediate response both on and off site.
- Willing and able to travel by various means (boat, helicopter, plane, truck and car).



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Qualifications Required

- Diploma or degree in Fisheries, Aquaculture, Environmental Science, Resource Management, or a related field.
- Minimum 5 years of relevant experience in hatchery operations, fisheries enhancement, aquaculture, or resource management.
- Experience supervising staff and managing operational programs.
- Knowledge of Pacific salmon biology, fish culture practices, and fish health management.
- Strong organizational, budgeting, reporting, and communication skills.
- Understanding of fisheries stock assessment methods and integrated resource management practices.
- Experience in a range of brood-stock capture techniques and equipment use.
- Knowledge of industry practices and standards required to support a safe and healthy workplace and workforce.
- Proficient in using Microsoft 365 (Word, Excel) for data tracking, reporting, and hatchery operations management.
- Ability to communicate effectively in English, both verbally and in writing.
- Experience working with government agencies and regulatory partners.
- Valid BC Drivers licence (minimum class 5) or the Canadian provincial or territorial equivalent.

Assets

- Experience working with First Nations governments and Indigenous stewardship programs.
- Experience with regulatory compliance, funding administration, and contractor management.
- Mechanical, electrical, or facility operations experience.
- Understanding of Gitanyow governance and cultural values.
- Knowledge of, experience in, or certification in Swiftwater Rescue/response.
- Experience operating boats in both a lake and river setting.
- Valid First Aid certification

Why Join Us?



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This is a unique opportunity to help lead a new state-of-the-art salmon enhancement facility and contribute directly to the recovery of an important salmon population. You'll work alongside a dedicated team, collaborate with governments and First Nations partners, and help shape the future of salmon enhancement in Gitanyow Territory.

Flexible work arrangements may be considered for the right candidate, including rotational schedules or employer-provided housing. Competitive compensation and benefits are offered.


Only candidates selected for interviews will be contacted.

How to Apply

Please send your **resume**, and a **brief cover letter**.

With Subject Line: [your full name], Salmon Enhancement Program Operations Manager, to:

 careers@gitanyowchiefs.ca

 June 26, 2026

We thank all candidates for their interest; only those selected for interviews will be contacted.