

Director of Restoration

Blueberry River Restoration Society

The BC Supreme Court, in its historic and precedent-setting ruling on June 29, 2021, determined that the BC Government permitted excessive industrial activity, hindering the ability for members of Blueberry River First Nations to exercise their Treaty 8 Rights within their traditional territory. In response, the Blueberry River Implementation Agreement was established in January 2023 between the BC Government and Blueberry River First Nations. This framework addresses Treaty Right infringements and allocates an initial \$200 million to fund restoration efforts. To execute this mission, the Blueberry River Restoration Society was created, to heal the land and empower the people of Blueberry River First Nations.

Blueberry River Restoration Society is seeking a collaborative, results-focused leader for the position of Director of Restoration. Reporting to the CEO, this pivotal role will spearhead the Society's world class restoration program, ensuring alignment with the Blueberry River Implementation Agreement. The Director will finalize, operationalize, and implement a 10-year restoration framework, including establishing Key Performance Indicators (KPIs) and mechanisms for responsible fund allocation, monitoring, and evaluation, to advance the Society's strategic priorities. The Director will oversee the design, execution, and evaluation of large-scale ecological restoration projects, including vegetation, wildlife habitats, water systems, and historic industrial sites. The Director will build and lead the Restoration Team, fostering a collaborative and transparent culture while integrating traditional ecological knowledge with Western science-based practices. The role involves coordination with the Technical Advisory Council, the BRFN Restoration Committee, the BRFN Restoration, Lands, and Cultural Departments, and other external parties to align and balance efforts with cultural and strategic priorities. Responsibilities also include ensuring compliance with safety protocols, regulatory requirements, and consent standards, and overseeing budgets to ensure resource efficiency for a \$200M, 10-year, world class restoration program.

The Director will prepare detailed reports on project progress, assess the impacts of restoration on local training, employment, and capacity-building opportunities, and support the development of local skills, prioritizing members of Blueberry River First Nations and other Treaty 8 communities. Additionally, the Director will participate in Society board meetings and discussions with key parties of interest, including Blueberry River First Nations Chief and Council, the Province of BC, and the BC Energy Regulator.

The ideal candidate will hold a master's degree in Environmental Science, Ecology, Natural Resource Management, or a related field and have 7–10 years of experience in ecological restoration, including 5+ years in senior leadership roles. A proven track record in managing large-scale restoration projects, along with expertise in project governance, safety protocols, and restoration methodologies, is essential. Additionally, the Director will bring an understanding of British Columbia's Boreal forest region and/or the oil and gas industry. Familiarity with BC and federal environmental laws, regulations, and permitting processes is

required, along with strong analytical skills to anticipate challenges and safeguard the Society's best interests. The ideal candidate will demonstrate exceptional relationship-building skills, cultural safety awareness, and the ability to achieve consensus and maintain momentum among multi-party coalitions. Experience collaborating with Indigenous communities and government bodies is highly beneficial.

This is a unique opportunity to play a historic role in advancing Blueberry River First Nations' Treaty Rights and shaping meaningful progress for the Nations. Positioned at the intersection of environmental healing and cultural restoration, this role offers an opportunity to leave a lasting legacy as part of a transformative organization with substantial investment and long-term impact.

The role offers a competitive salary range of \$175,000 to \$225,000, commensurate with skills, experience, and knowledge. The Director can be based in Fort St. John, BC, or hybrid, with frequent travel to Fort St. John and the Blueberry River First Nations territory.

Blueberry River Restoration Society is partnered with WMC to conduct this search. If this high-profile and impactful role aligns with your expertise and passion, we encourage you to apply at <https://careers.wmc.ca>.

For more information, contact Max Mollineaux at maxm@wmc.bc.ca, and visit <https://brrsociety.org> to learn more about the Blueberry River Restoration Society.