



Mitigation Manager Competition 24-12 - External/Internal Posting

The First Nations' Emergency Services Society of British Columbia (FNESS) is a not-for-profit organization and registered charity governed by a First Nation Board of Directors, FNESS supports BC First Nations in building safer, healthier, and thriving communities through programs focused on Awareness, Preparedness, Mitigation and Recovery

POSITION SUMMARY:

The Mitigation Manager is responsible for the overall management, guidance, and direction of the Mitigation Department at FNESS. This includes strategic planning, human resources management, financial oversight, and program administration. The manager ensures that all activities align with Board specifications, approved budgets, and legislative requirements, with a focus on enhancing mitigation services through structured wildfire prevention, cultural fire practices, and community education. The Mitigation Department aims to increase community resiliency, reduce wildfire risk, and enhance in-community capacity to carry out prevention/mitigation initiatives.

POSITION RESPONSIBILITIES:

- Develops and administers comprehensive operational plans and strategies for the Mitigation division in consultation with the Director of Operations, aligning with the terms of funding agreements, FNESS policies, and Board directives.
- Provides leadership and direction to Mitigation staff, overseeing all aspects of Human Resources, including recruitment, training, performance evaluation, and management of staff in accordance with FNESS policies and the strategic goals of the division.
- Develops funding proposals and manages the division's budget in consultation with the Director of Operations and Finance Manager, ensuring all financial activities comply with approved budgets and funding agreements.
- Coordinates and manages the delivery of all approved Mitigation programs, ensuring they meet the community's needs and achieve desired outcomes. Reviews and assesses outcomes from delivered programs, takes corrective action where required, and reports outcomes and findings to the Director of Operations, Board, and funders as appropriate.
- Prepares program reports for funders and provides regular and special program reports to the Director of Operations. Provides quarterly and/or yearly operational reports to funding agencies including Indigenous Services Canada and Board of Directors.

POSITION REQUIREMENTS:

- A relevant degree or diploma and/or experience with a minimum of 10 years' experience in Forestry, Emergency Management, Wildfire Prevention/Mitigation or a related field, preferably within First Nations environments.
- A minimum of 3-5 years in a management role, demonstrating seasoned leadership and financial management capabilities.

- Strong decision-making skills with a pragmatic and inclusive approach to establishing priorities and adapting strategies; shows sensitivity to changing demands.
- Experienced in conflict resolution, skilled at building consensus and engaging diverse groups to collaboratively address challenges.
- Exhibits strong interpersonal skills and a commitment to cultural competence, with a focus on working respectfully and effectively within diverse cultural contexts, adapting interactions to foster inclusivity and safety for all individuals.
- Demonstrated ability to lead diverse teams, manage multiple projects, and navigate complex regulatory environments.

ADDITIONAL REQUIREMENTS:

- Knowledge of the First Nations culture, customs, and language is essential for this position
- Criminal Records Check (Vulnerable Sector)
- Valid Class 5 BC Driver's License

POSITION TYPE: Full-time Employment Agreement, 7.5-hour shift Monday to Friday

LOCATION: Hybrid Work

COMPENSATION: \$97,500 a year. Competitive compensation based on qualifications and experience.

RESPONSE: May be added to the FNESS Emergency Support Centre roster and will be available as required.

CLOSING DATE: Internal – November 13, 2024, at 12:00pm, External – Open until filled

BENEFITS:

- Dental care
- Life insurance
- Paid vacation
- Extended health care
- Pension plan

In accordance with Section 16(1) of the *Canadian Human Rights Act* and pursuant to Section 42 of the BC Human Rights code, it is FNESS Policy to practice preferential hiring for Indigenous people. Candidates who wish to qualify for preferential consideration must self-identify.

We thank all candidates for their interest; however, only those selected for an interview will be contacted.

Please forward a current resume and cover letter to:

HR@fness.bc.ca

Attention: Fire Services Manager

First Nations' Emergency Services Society

102-70 Orwell Street

North Vancouver, BC V7J 3R5