



Yaqit Pa-knuqti'it

Director, Lands

Permanent, Full-Time (37.5 hours/week)

Competition #: 2026 - 03

Location: Based out of the Yaqit Pa-knuqti'it Administration Office. Potential for hybrid work arrangements.

Position Summary:

Yaqit Pa-knuqti'it First Nation (Tobacco Plains Band) is a rural First Nation located near Grasmere, BC, in one of the most beautiful and natural parts of British Columbia. The Director, Lands provides strategic leadership in the stewardship and management of Yaqit Pa-knuqti'it's (YQT) lands, ensuring that all land-related decisions reflect YQT values, traditions, and long-term community priorities. This role supports governance functions, leads policy development, participates in intergovernmental negotiations, and advances the Nation's land-related rights and responsibilities.

The Director strengthens internal capacity within the Lands team, fosters collaboration across departments, and serves as YQT's representative in senior-level discussions with government and industry partners regarding land and resource matters. This position is central to furthering the Nation's self-determination in land governance and management.

Cultural Safety:

Our organization is committed to serving the ʔakanuxunik people in a manner that respects, enhances, and promotes their cultural identity and well-being. This position supports cultural safety by centering Yaqit Pa-knuqti'it values, laws, and worldview in all aspects of land stewardship, supporting intergenerational knowledge transfer by integrating cultural knowledge into governance, policy, and planning, advocating for respectful relationships with the land that reflect spiritual and cultural responsibilities and upholding leadership in land related negotiations, partnerships, and agreements.

Responsibilities:

- Provide leadership and supervision to direct reports, including making conducting regular performance appraisals; ensuring ongoing technical training and development; and promoting a safe and supportive working environment through appropriate safety programs and training.
- Provide recommendations on hiring, promotion, discipline, and termination of direct reports.
- Lead land stewardship strategies aligned with YQT traditions, rights, and title.
- Support Nasuʔkin and Council, CAO, and governance bodies with high level land-related planning and decision making.
- Represent YQT in negotiations with federal/provincial governments and third parties on lands, consultation, and impact benefit agreements.
- Contribute to policy development and support self governance and Nation rebuilding initiatives.
- Oversee development and implementation of programs related to land use, referrals, mapping, environmental monitoring, and conservation.
- Manage key documentation and resources, including land use plans, geospatial data, and policy frameworks.
- Ensure integration of traditional land values with best practices in stewardship, planning, and sustainability.
- Coordinate land-related initiatives across other departments.
- Build strong working relationships with industry, government, non-profit organizations, and other First Nations.
- Provide oversight on land agreements, shared governance initiatives, and cultural heritage protection efforts.
- Develop and manage workplans and budgets; ensure program accountability and reporting.
- Ensure land-related programs are accessible and meaningful to citizens and Elders.
- Communicate decisions and priorities clearly, supporting informed participation and consent.

- Encourage youth involvement and cultural connection through land-based learning.
- Perform other related duties, as assigned.

Qualifications:

Required Education and Experience:

- Degree in Indigenous Governance, Environmental Studies, Land Use Planning, or related field (or equivalent experience).
- 7+ years of leadership experience in a land or governance-related role, preferably in a First Nations context.
- Familiarity with land-use planning tools, Indigenous consultation policy, and rights-based frameworks.
- Knowledge of Ktunaxa language and GIS systems is an asset.
- Criminal Record Check & Vulnerable Sector Check (to be completed upon hiring).
- Valid Class 5 BC Driver's License with clean drivers abstract.

Required Knowledge, Skills, and Abilities:

- Deep understanding of YQT land relationships, values, and protocols.
- Strategic thinker with experience in policy, planning, and negotiation.
- Skilled in governance support and inter-governmental relations.
- Strong leadership, mentorship, and team-building skills.
- Financial literacy and experience with program and grant management.
- Excellent written and oral communication skills.
- Knowledge of land management systems, environmental processes, and Indigenous rights frameworks.
- Knowledge of First Nation governance structures and community engagement practices.
- Sensitivity and understanding of the unique cultural environment of a First Nation organization.

Annual Salary: \$80,500.00 – \$135,000.00, commensurate with experience and qualifications

Comprehensive Benefits Package, including:

- Medical, Dental, Disability, and Life Insurance coverage.
- Standard benefits as a Federally Regulated Employer.
- Paid vacation, sick leave, and statutory holidays.
- Opportunities for professional development and training.
- Supportive and respectful work environment rooted in Yaqit ʔa-knuqʔit values.

Application Process:

Please send your resume and cover letter by **March 30, 2026**, at **9:00am (MST)** to

Email: hr@tobaccoexplains.org

Or mail to: Human Resources, Yaqit ʔa-knuqʔit First Nation, PO Box 76, Grasmere BC V0B 1R0.