

**Job Description:**                    **TNG Fisheries Guardian**

**OBJECTIVE:**                    Maintain and establish a good working relationship (Liaison) between the Tsilhqot'in National Government (TNG) workers and the Fisheries and Oceans Canada (FOC), the Tsilhqot'in people and visiting First Nations in relation to the management of fish in our traditional territory.

**MANDATE:**                    To represent the Tsilhqot'in Nation to the best possible ability, while assisting and providing a safe opportunity for Tsilhqot'in people to harvest salmon.

**DUTIES:**

1. Conduct support to all Catch Monitors (C/M) who are doing their monitoring of all Tsilhqot'in salmon harvesting and the Data Recording Personnel with collecting data sheets and reporting to the FOC.
2. To ensure their safety, the Guardian **will not** carry out any enforcement activities by themselves unless accompanied by a Fishery Officer. Any infractions must be **OBSERVED, RECORDED & REPORTED** to the FOC as soon as possible. **This is necessary to deal with a problem lawfully and professionally.**
3. The guardian may carry a shotgun during any fieldwork done in any isolated areas where their safety is an issue from predator control if they have a valid possession and acquisitions licence for non-restricted firearms.
4. Collect all recorded CATCH SAMPLING FORMS done by all C/M weekly after Sunday's shift ends. Brought to the TNG to the Data Recording Personnel, catch will be calculated and names will be left out. Then it will be sent to the guardian for their weekly summary.
5. Issue FOOD FISH AUTHORIZATION PERMITS to Locals if requested and Non-Locals whom are privileged to fish in our territory must receive consent by coming to the TNG Fisheries office and get a non-local permit.
6. Notify and ensure that people fishing obtain and carry a FOOD FISH AUTHORIZATION PERMIT for transporting fish outside our territory.
7. Inform people fishing of any changes in the regulations and on the FOOD FISH AUTHORIZATION PERMITS. Always remind fishers to have a secure safety rope on and to be cautious near the river.
8. Assist elders in obtaining fish whenever requested or when they deemed it necessary. Their safety is just as important.

9. The Guardian may collect biological samples if requested. Record data with the following data information: measurements, sex, location, time, date, quantity of samples and collector's name. Send or keep this information for TNG Fisheries' benefit. Then inform FOC or MELP of TNG's findings when results are in.
10. Must work five days a week and seven-hour each day during the off seasons and work seven days a week and eight hours each day during the salmon harvest seasons. Any overtime collected must be approved by the TFC and banked as time off.
11. Maintain proper maintenance of all TNG equipment and record where each item is, so equipment won't become lost from future needs. Any equipment damaged, lost or stolen under the guardian use will be deducted out of his/her pay depending on the price and importance of the equipment.
12. Must leave fishing sites, areas and campgrounds cleaner than you found it. This will prevent any wildlife extermination.
13. Attend most meetings relating to fisheries representing our nation. Any important issue that needs the chief's permission or signature will be brought forth to the Chief and Councils to get their decision. In turn it will be voiced at the next meeting where the concerns came from. Report monthly to the Chief and Councils on any changes or activities by the guardian.

**Supervision:** C/Ms are responsible for the salmon harvest, catch data and report any grievance to the guardian, The Data Recording Personnel is responsible for the data entry, relaying data to the FOC and reporting any grievances to the guardian. The guardian is responsible for the salmon fishery, the C/M, the Data Recording Personnel and reports any grievance to the TFC. TFC is responsible for the salmon fishery, the Guardian, M/C, the Data Recording Personnel and in turn report any grievance to the TNG Director of Government Service. If the grievance is not resolved, the TNG Director of Government Service will in turn report any grievance to the Chiefs and Councilors. If the grievance is not resolved, the Chiefs may elect to take it back to their communities for further direction.

**Note:** TNG REPRESENTATIVES WILL NOT TOLERATE ANY CONSUMPTION OF ALCOHOL OR ANY TYPE OF DRUG WHILE WORKERS ARE ON DUTY. WORKERS FOUND UNDER THE INFLUENCE WILL BE TERMINATED IMMEDIATELY, IF NO PERSCRIPTION IS PRODUCED FOR USING DRUGS.

**Chain of Command:**

- Going up then down depending on each situation.

