



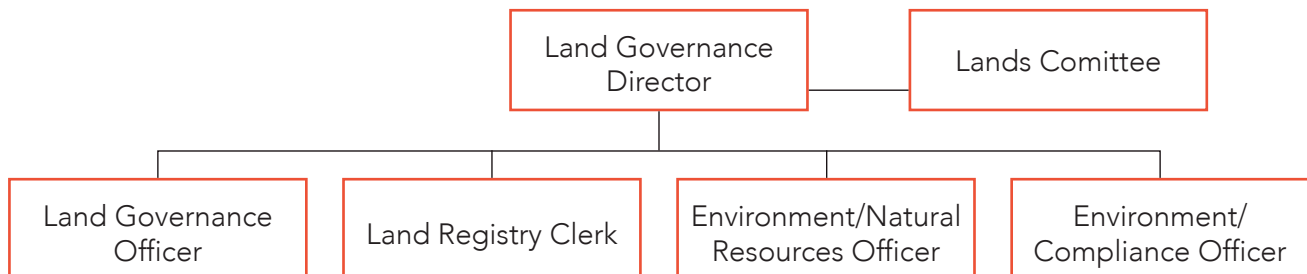
EXPLORING CAREERS IN LAND GOVERNANCE 'NAMGIS IS IN THE LAND CODE PROCESS!

WHAT IS LAND MANAGEMENT?

First Nations have the inherent right to govern their lands and resources. First Nation's Land Governance Offices are created to manage the First Nation's lands. For the purposes of these materials, Land Governance refers to the day-to-day activities of administering, managing and governing reserve lands. The jurisdiction of the Indian Act or a First Nation's Land Code only extends to the external boundaries of the reserve lands and does not include the remainder of the Traditional Territory.

FIRST NATION LAND GOVERNANCE OFFICE STRUCTURE

There are many ways in which a First Nation will structure a Land Governance Office to carry out their Land Governance responsibilities, however, at the core of every office is a Land Governance Director. Depending on the responsibilities assigned to the Land Governance Office, there may be other supporting positions such as: Land Registry Clerk, Land Governance Officer, GIS Technician, Environment Manager/Officer, Natural Resources Officer, Enforcement/Compliance Officer etc.



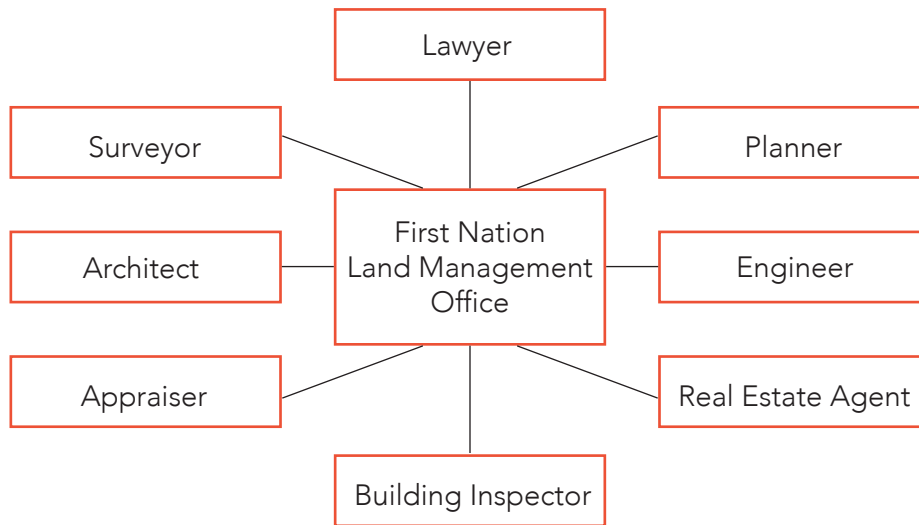
WHAT ARE SOME OF THE JOBS FOUND IN A FIRST NATION LAND GOVERNANCE OFFICE?

Land Management Office Core Team	
Job Description	Position Summary
Land Governance Director	is responsible for the comprehensive management of the Land Governance Office and Land Registry relating to reserve lands under delegated authority of the First Nation. The Land Governance Director manages all aspects of the Land Governance Office including annual reporting to Band Members, supervision of lands staff and development of the annual departmental budget, work plans and policies and procedures. Land Governance Director reports to the Band Manager.
Land Governance Officer	is responsible for assisting the Land Governance Director in meeting the obligations under the Land Code and Land Registry. This position assists in various aspects of the program including submitting legal land documents for application for registration, verification of eligibility for registration and recommending registration to the Lands & Resources Director, input into the annual departmental work plans, policies and procedures. The Land Management Officer reports to the Lands & Resources Director.
Land Registry Clerk	provides administrative support, maintains an electronic file inventory of all land-based transactions and other planning assistance for land use, lease management, land governance and protection and associated services for the Land Governance Office. This position processes, verifies and registers documentation in the Land Registry and other documentation related to the Land Governance Office.
Land Governance Office Assistant	provides technical, administrative and clerical support to the Land Governance Director and the Land Governance Officer. The Assistant ensures completeness and accuracy of documentation related to the Land Governance Office operations by assisting lessees and Band Members to develop documents and complete required forms. The position processes, verifies, and registers documentation in the Land Registry and other documentation related to the Land Governance Office.
Environment Officer	responsible for coordinating the development and implementation of an Environmental Management Plan. The Environment Officer must also be able to identify, monitor and resolve a variety of environmental problems. The Environmental Officer will be expected to act as an environmental leader in the community.
Natural Resources Officer	responsible for coordinating the development and implementation of Natural Resource plans policies and procedures under the Land Code.

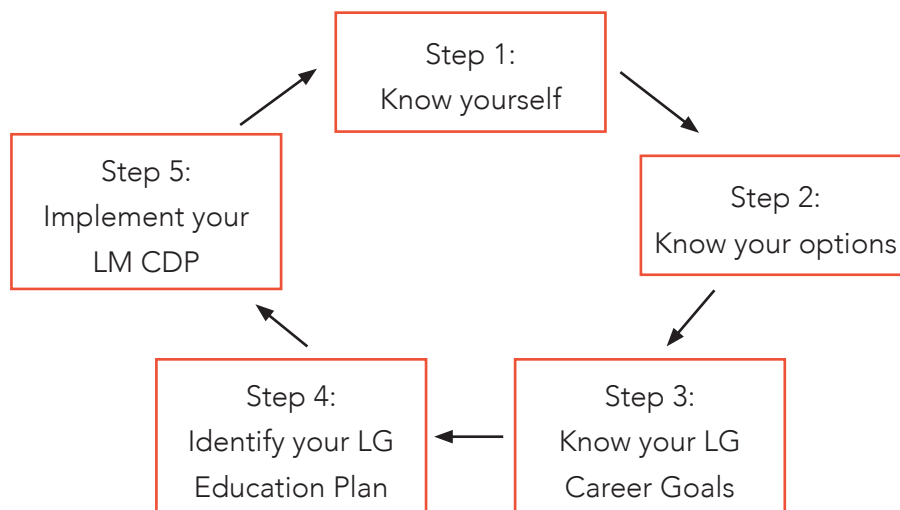
FN Enforcement Officer	provides support by coordinating and conducting monitoring and compliance activities, ensuring compliance with the Land Code and the First Nations Laws.
GIS Technician	works with the Land Governance Office to create, collect, maintain, manipulate and present data using GIS and database software and systems. This position will digitize, scan, edit, plan and review data and sources with respect to First Nation lands.

WHAT OTHER LAND GOVERNANCE CAREERS EXIST?

In addition to the core jobs that make up a First Nation’s Land Governance Office, there are many other careers, which support First Nation Land & Resources Governance and the implementation of a First Nation’s Land Code.



PATHWAY TO LAND GOVERNANCE (LG) CAREER DEVELOPMENT PLAN (CDP)



Step 1: Know Yourself

This is where you take a few minutes to think about what you like to do and where your interests are the greatest. Consider past experiences that excited you – was it working outdoors or creating a map? Complete **Part 1: Background** of the LG Career Development Plan as a place to capture your interests and passions.

Step 2: Know your options and Step 3: Set your LG Career Goals

Now that you have a good idea of what you're interested in, let's take a closer look at each of the Land Governance careers and narrow down the opportunity that is a best fit for you. Completing **Part 2: Career Goals** will help to lay out your short and long-term goals and to identify the skills and training you may need to acquire to ensure that you are ready to take on those new career responsibilities.

Step 4: Identify your Land Governance Education Plan

This is the part of the process where you consider the education that you may need to obtain in order to fulfill the duties and responsibilities that go along with your Career Goals. There are resources available that will assist you in identifying the right institution to acquire the necessary foundation. **Part 3: Education Plan** of the LG CDP helps you to lay out your options.

Step 5: Implement your LG Career Development Plan

Are there other activities that can help you in implementing your Land Governance Career Development Plan? Perhaps there are scholarships or other opportunities to assist in funding your LG CDP. **Part 4: Other Considerations** includes a space for you to make note of these types of activities.

LAND MANAGEMENT CAREER DEVELOPMENT PLAN

PART 1: BACKGROUND	
Name:	Email:
Who are you: (briefly describe what you like to do and what you're interested in e.g. enjoy working outdoors/ office/alone/as a part of a team etc)	
Education: (e.g. certificates, high-school, college, university, technical institute, degrees etc)	
Work Experience:	
List your key skills, knowledge, experience:	
PART 2: CAREER GOALS	
Short Term Goals (<3yrs)	Long-Term Goals (>3yrs)
Aspired Profession/Title:	
What are some of the skills, knowledge or experience needed to meet future job goals?	

PART 3: EDUCATION PLAN

Type of program e.g. certificate/diploma/degree etc

Year 1: (Program)

Course	Institution	Timeline	Cost

Year 2: (Program)

Course	Institution	Timeline	Cost

Year 3: (Program)

Course	Institution	Timeline	Cost

Year 4: (Program)

Course	Institution	Timeline	Cost

Other education/training:

PART 4: OTHER CONSIDERATIONS

Comments:

Date of CDP Completion:

EDUCATION RESOURCES

Lands Advisory Board/First Nation Land Management Resource Centre: www.labrc.com

TULO Centre: <http://www.tulo.ca/first-nation-applied-lands-management/>

National Aboriginal Land Managers Association: <https://nalma.ca/>

University Of Saskatchewan: <https://admissions.usask.ca/kanawayihetaytan-askiy.php/About>

EducationPlannerBC: <https://www.educationplannerbc.ca/>

BC Career Compass: <https://www.workbc.ca/careercompass>

University of Victoria, Indigenous Governance: <https://www.uvic.ca/hsd/igov/>

BC Aboriginal Finance Officers Association: <http://www.afoabc.org/>

JOB SEARCH RESOURCES

First Nations in BC Knowledge Network: <https://fnbc.info/jobs>

First Nations Jobs Online: <https://www.firstnationsjobsonline.com/category/british-columbia-first-nations-jobs.html>

Indeed: <https://ca.indeed.com/First-Nation-jobs-in-British-Columbia>