



Okanagan Nation Alliance

#101 – 3535 Old Okanagan Hwy, Westbank, BC V4T 3L7
Phone (250) 707-0095 Fax (250) 707-0166 www.sylx.org

EMPLOYMENT OPPORTUNITY

Senior GIS Analyst or Geospatial Data Scientist
Natural Resources Department
GIS & Remote Sensing Program Lead

The Okanagan Nation Alliance (ONA) is the Tribal Council for the Syilx Okanagan Nation. The ONA's mandate is to advance, assert, support and preserve the Syilx Okanagan Nation Title and Rights. Further, the ONA is charged with providing members with a forum to discuss and form positions on areas of common concern.

Job Purpose

Reporting to the Fisheries and Natural Resources Department's GIS & Remote Sensing Program Lead, the Senior GIS Analyst or Geospatial Data Scientist will be responsible for analysis, data management, and modelling of GIS data with a focus on Natural Resources (land, water, forests, fish, and wildlife). Habitat modelling, ecological monitoring, resource selection, trend monitoring, and CE (Cumulative Effects) modelling will be a primary focus. The position provides support for projects and initiatives for ONA's Fisheries and Natural Resources Department and will uphold the mandate and direction of the Chief Executive Council.

Scope

This position will be fully integrated into various Natural Resource and Fisheries programs and projects and may include involvement in CE, connectivity analysis, long-term monitoring of critical watersheds, and management of wildlife and other species at risk. This position will work closely with Program Leads, Project Managers and other resource professionals in a leadership role. The position may also support other ONA departments, partners, and Syilx Okanagan communities.

Primary Responsibilities:

Technical and Project Responsibilities

1. Apply technological tools including Geographic Information Systems (GIS) for data collection and analysis of land, wildlife and water resource-based questions.
2. Generate and implement feasible solutions to spatial research questions within project scope.
3. Contribute to the planning, delivery and development of natural resources and land use information for the Natural Resources Committee.
4. Conduct detailed analysis at watershed, landscape unit, or ecosystem level.

5. Integrate TEK (Traditional Ecological Knowledge) into projects.
6. Assist NR staff with project planning, implementation, and data management.
7. Work with other departments, including Fisheries and Wellness, on various projects to promote data sovereignty.
8. Complete GIS service requests for staff and member bands as needed.
9. Attend ONA and department staff meetings as required and contribute technological knowledge and expertise.
10. Other duties as required and agreed upon to support the needs of the organization.

Qualifications and Competencies

The position will require the following qualifications, values and competencies.

Qualifications

1. Bachelor's Degree or Diploma in GIS, Geographic Sciences, Geomatics, or related field.
2. Minimum five years of experience in GIS analysis or will possess an advanced level of geospatial education.
3. Minimum five-years' experience working in a government setting preferably with a First Nations organization or with other fisheries and natural resource organizations.,

Knowledge, Skills and Abilities

1. Demonstrated experience in GIS analysis with a First Nations, Governmental or Private Sector Organization with a focus on habitat modelling.
2. Knowledge of Natural Resources Management (Forestry, Wildlife Management, Fisheries or Water).
3. Familiarity with programming languages including Python, R, SQL, and ability to modify scripts and integrate into GIS applications.
4. Ability to use models, scripts, notebooks, and geoprocessing tools within ArcGIS Pro.
5. Ability to conduct GIS analyses using raster (including LIDAR, thermal imagery, and Digital Elevation Models), vector, tabular, and other data sources.
6. Proven experience with BEC (Bio geoclimatic Ecosystem Classification) data, remote sensing data, and other ecological classification systems.
7. Interest in Conservation, Ecological Restoration and Wildlife Management.
8. Ability to work collaboratively with other GIS staff.
9. Ability to assist field staff by preparing maps and data collection forms for use in Avenza, Survey123 and other applications.
10. Strong demonstrated data management, organizational and time management skills.
11. Analytical skills in a wide range of GIS programs such as ESRI Enterprise, ArcGIS Pro and Q-GIS.
12. Experience with other GIS software is an asset.
13. RPAS (Remotely Piloted Aircraft Systems) Operator Certificate and drone operation/mission planning an asset.
14. Ability to occasionally work with ONA Elders and community members to ensure inclusion of traditional ecological knowledge.
15. Ability to develop and document procedures for GIS workflows.

16. Ability to contribute GIS technical information into reports.
17. Ability to work independently as well as in a team.
18. Must have excellent interpersonal communication skills and check in regularly with co-workers.
19. Ability to adopt and follow ONA organizational procedures and policies.
20. Ability to occasionally work flexible hours, including evenings and weekends.

Ability to work flexible work hours/willingness to work on evenings and weekends

Competencies

1. Teamwork
2. Reliability and Dependability
3. Flexibility and Adaptability
4. Organization and Planning
5. Integrity

Values – Respect, Honesty, Sharing, Trust and Unity

Wage: \$31.51/hr - \$42.63/hr

Participation in the group medical and pension programs after satisfying certain conditions.

Posted until filled.

Application Procedure: Interested candidates are invited to send a current resume and cover letter to:

David Leroux, Human Resources Manager
Okanagan Nation Alliance
#101-3535 Old Okanagan Hwy, Westbank BC V4T 3L7
Email: dleroux@syilx.org or Fax: (250) 707-0166

Thank you for your interest. **No phone calls please.** Only those shortlisted will be contacted.