



# Penticton Indian Band

841 Westhills Drive,  
Penticton, British Columbia  
Canada V2A 0E8

Telephone: 250-493-0048 Fax: 250-493-2882

## Employment Opportunity

The Penticton Indian Band (PIB) is currently seeking 4 ambitious and qualified individuals to fill the following position:

<b>Position Title:</b>	<b>FireSmart Maintenance Worker</b>	<b>Pay Rate:</b>	Starting at \$ 17.85/hr.
<b>Department:</b>	Natural Resources	<b>Classification:</b>	10/Seasonal
<b>Status:</b>	Term (to Oct 07, 2027)	<b>Hours of work:</b>	Up to 35 hours per week
<b>Responsible To:</b>	səxʷtəxtəɾəm Department Director and FireSmart Coordinator		
<b>Location:</b>	Various Community locations, Homes, Parks, Roads, Building and Facilities		
<b>Deadline:</b>	<b>March 25, 2026</b>		

### Job Summary:

Under the supervision of the səxʷtəxtəɾəm Department Director and the FireSmart Coordinator, the FireSmart Maintenance Worker is responsible for supporting the implementation of the Penticton Indian Band FireSmart program and maintaining community infrastructure to reduce wildfire risk and enhance community safety. This full time term position carries out vegetation management and fuel reduction activities in forested areas (WRR), around homes, roads, parks, community buildings, and other infrastructure in accordance with FireSmart principles. Duties include routine maintenance of community properties and facilities, assisting with FireSmart mitigation work, performing minor repairs to equipment and buildings that do not require a certified trade, supporting fire suppression activities when required, preparing firewood, and assisting with seasonal duties such as snow removal.

### Core Competencies:

- Accountability
- Decision Making
- Service Orientation
- Adaptability
- Planning and Organizing
- Teamwork
- Communication
- Ethics and integrity
- Problem Solving
- Certified Chainsaw Operator

### Duties/Responsibilities:

#### Job Responsibilities and Work Performed

- Support the implementation and maintenance of the Penticton Indian Band FireSmart program to reduce wildfire risk and improve community resilience.
- Implementing and maintaining strategies to reduce wildfire risks and enhance the community's resilience to fire (FireSmart Community). This includes:
  - Clearing and maintaining defensible spaces around homes and structures by removing flammable vegetation and debris.
  - Inspecting and maintaining firebreaks and fuel breaks to slow the spread of wildfires.
  - Using tools including chainsaws to undertake Wildfire Risk Reduction: limbing trees to 2.5m, cutting residual trees, bucking, piling and burning SWD/LWD.
  - Educating community members on FireSmart practices and encouraging participation in fire prevention activities.
  - Assisting with controlled burns and other vegetation management techniques to reduce fuel loads.
  - Ensuring that emergency access routes are clear and maintained.

- Collaborating with local fire departments and emergency services to implement FireSmart plans and protocols.
- Assist with vegetation management activities including mowing, edging, trimming, brush sawing, and chain sawing.
- Performs grounds keeping and building maintenance duties.
- Maintain landscape environments by mowing, edging, trimming, brush sawing and chain sawing
- Perform tasks related to minor repairs which do not require a certified trade.
- Transport materials, machinery, and equipment to work sites.
- Removes and hauls away dead, damaged, and unwanted trees, shrubs, pruning and grass.
- Perform work at heights of up to 30 feet using ladders, scissor lift and/or scaffolding to clean high ledges and gutters.
- Work with and understand the chemicals utilized and ensure the right product is used.
- Ensure maintenance materials and supplies are stored in a safe and orderly manner.
- Ensure compliance with WHMIS and refer to Material Safety Data Sheets (MSDS) if experiencing an adverse physical reaction or if a chemical is swallowed, splashed in eyes, or accidentally spilled or mixed.

### **Accountability**

- Safe storage and handling of chemicals, and other products.
- Reports to supervisors regarding work and provides updates regarding scope of work.
- Monitors and assesses work related tasks and makes improvements or takes corrective action where required.
- Ensuring the cleanliness and maintenance of each building.
- Maintaining honest and accurate accounting of time.

### **Relationships**

#### Internally

- Reports to the FireSmart Coordinator as needed
- Establishes and maintains rapport with coworkers and community members.

#### Externally

- Consults with Equipment companies when required.
- Establishes working relationships with outside companies to obtain advice on new products and maintenance procedures.

### **Decision Making**

- Ability to make decisions regarding managing operations of equipment and systems.
- Understanding of hazardous chemicals and safe use of products.

### **Qualifications/Requirements:**

#### **Minimum Academic/Educational Requirements**

- Grade 10 minimum
- Chainsaw Safety Certification is required (can be provided)

#### **Other Certification, Licenses, Designations and/or Training**

- Building Service Worker Certification
- Ladder Safety Training
- Valid Class 5 Driver's License and properly insured vehicle.
- Maintaining WHMIS Certification.

#### **Specific Job Skills and Levels**

- Critical Thinking→using logic and reasoning to identify the strengths and weaknesses of alternative solutions or approaches to problems encountered.
- Ability to manage one's own time
- Able to deal with people tactfully, diplomatically, and professionally always

**Minimum Level of Experience**

- Entry level Experience

**Personality Traits (Required to be successful in position)**

- Ability to work Independently and with others.
- self-motivated
- Cooperative, team player

**Assets:**

- Ability to perform maintenance tasks such as carpentry, and minor building repairs.
- Experience with power tools to support repairs and maintenance to equipment and building repairs.
- Pesticide Applicators license an asset but not required.
- Experience with fencing.
- Good physical condition
- Standard First Aid Certification
- Ability to perform small repair and maintenance work

**Working Conditions:**

- Exposure to various weather conditions.
- Expected to wear common protective or safety equipment such as helmet, safety shoes, glasses, gloves, hearing protection, etc.
- Ladder safety is a must as some jobs involve climbing to reach upper ledges and cleaning gutters.
- Physical ability to lift 50-75 lbs.

Preference will be given to qualified Aboriginal applicants as per section 21 of the Human Rights Code.

\*All Penticton Indian Band employees are encouraged to learn about the culture, language and customs of the Okanagan people and must be willing to continuously upgrade their skills and knowledge and further their formal education.

If you are qualified, please send a resume and cover letter to the attention of:

**Armando O. Lopez, HR Manager  
Penticton Indian Band**

**Mail:** 841 Westhills Drive      **Fax:** (250) 493-2882  
Penticton, BC V2A 0E8      **Email:** [jobs@pib.ca](mailto:jobs@pib.ca)

**In Person:** PIB Administration Offices – 841 Westhills Drive, Penticton, BC

*The Penticton Indian Band provides equal employment opportunities to all, regardless of race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, political belief, creed, disability that does not prohibit performance of essential job functions or that cannot be accommodated, or conviction for which a pardon has been granted. However, where two or more applicants have comparable or equivalent skills and qualifications, preference shall be given, in the following order, to persons with specific knowledge of and/or experience with snpink'tn(Penticton) language (nsyilxcən), culture, history and customs; persons of Aboriginal, Métis or Inuit ancestry; and all others. **We thank all those who apply; however, only those candidates selected for interview will be contacted.***