
Request for Proposals
Research Consultant (Contract Position)
Citxw Nlaka'pamux Assembly (C.N.A.)
Citxw Nlaka'pamux Assembly Guardians Program

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| Reports To | Citxw Nlaka'pamux Assembly Manager |
| Closing Date | January 5, 2018 at 4:00 p.m. |

Citxw Nlaka'pamux Assembly (C.N.A.) is seeking a mature, reliable individual to research and develop the Citxw Nlaka'pamux Assembly Guardian Program. This individual will be working under the supervision of the Citxw Nlaka'pamux Assembly Manager. This is contract position to research community goals around territorial stewardship and monitoring and existing Guardians Program models and develop a program and proposal for a Guardian Program within the Citxw Nlaka'pamux Assembly and its 8 Participating Bands. The Guardian Program will cover approximately 15,000 square kilometres, including mountains, rivers and canyons and trained to combine traditional knowledge with western technology to get their job done.

The Nlaka'pamux has had long-standing and integrated relationship with their lands which has shaped the people, the language, and their cultural practices and their laws. Building on this body of research, traditional knowledge and identity, build a proposal and policies for a Guardians program. The goal of the Guardians program will be to provide regional coordination and support of an Nlaka'pamux based resource stewardship/monitoring program, to provide training and professional development, and establish a regional Monitoring System; create opportunities for networking and collaboration between Nlaka'pamux communities. The key areas to be monitored will include: sport fishing; tourist activities; compliance with Nlaka'pamux, federal and provincial laws; evaluate impacts to cultural sites; wildlife and fisheries populations of importance such as moose, elk, salmon, bears, and species at risk.

The goal of the project will be to establish an Nlaka'pamux based Indigenous Guardians Program that would bring together Nlaka'pamux knowledge, science, and a framework for collaboration to steward management with the territory and empower Nlaka'pamux decision-makers to make informed decisions when speaking with Government and industry proponents about protecting and monitoring the Territory for future generations. Investing in an Nlaka'pamux-based guardians program will provide a path forward towards a renewed relationship with the lands within the Territory and the Nlaka'pamux people with the information needed to make informed, strategic decisions about what happens on Nlaka'pamux lands. In addition, this is consistent with the government's commitments and calls to action from the truth and reconciliation commission to support education and training for young indigenous people.

Nlaka'pamux Guardians will be uniquely trained and a program developed in order to monitor ecological health and identify any potential impacts to the land through an Nlaka'pamux perspective. This research and proposal development will include policies and processes to maintaining cultural sites, collecting observational data on activities happening on the land, as well as interpreting cultural heritage aspects and expected protocols to visitors in the territory, the Guardians will play a role in educating visitors and provide opportunities to educate Nlaka'pamux youth about how to protect and steward the land, through having up-to-date knowledge of activities, cultural heritage features, and any risks to the environment happening on Nlaka'pamux lands..

Project Outline

- Research community goals and needs for a Nation Guardians program, assess current knowledge about activities happening on the land, and Assess current environmental concerns in the area
- Review existing Guardian programs goals and objectives,

- Identify monitoring priorities set by the Participating bands;
- Identify parameters to be monitored
- Identify “regions” to be monitored and develop monitoring schedule
- Research and develop a comprehensive Guardian Program which is relevant to the needs and requirements of the Nlaka’pamux people.
- Developing comprehensive program guides policies and regulations for a Guardians Program.
- Develop processes to execute and management Emergency Response Plans for the 8 Participating communities.
- Develop processes to monitor the environment and report resource violations.
- Develop a strategy build relationships and program service with provincial and federal agencies.
- Develop a strategy for Community Outreach and Education, train and hire community members to assist in monitoring in their respective areas.
- Travel and Host 8 community based sharing circles and 4 different urban communities to discuss the initiative
- Evaluate success of each event and make changes if needed before next event
- Identify training needs, training organizations, proposed certifications and training materials and strategic monitoring plan
- Develop a program design for Citxw Nlaka’pamux Assembly Nation Fund Committee to review

Report / Business Plan / Proposal for Submission

Final report of findings with recommendations will be provided and will include:

- Executive Summary
- Introduction
- Background
 - Summary of Findings
 - Recommendations
 - Conclusion
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- Perceptions and Limitations
 - Other References, data Sources, i.e. web and social media
- Develop a proposal and business plan for federal funding and parallel that Available Nation Funds
- Implementation strategy and plan for a Citxw Nlaka’pamux Assembly Guardians Program
- Development of a Program Guide that reflects needs and ambitions of the Nlaka’pamux people of the 8 Participating Bands

Competency Requirements

- Environmental monitoring and/or Guardian certification and/or experience required.
- Considerable knowledge of Nlaka’pamux culture, Nlaka’pamux territory and the Nlaka’pamux Traditional systems.
- Has worked with First Nation leaders and elders on research to develop programs from an Indigenous perspective and following principles around language revitalization; Youth/elder mentorship; re-establishing the Indigenous laws; establishing land-based community programs;
- Has acted in a capacity to liaise with government, the public, and citizens on land management issues including wildlife harvest and health monitoring (deer, moose, elk, or bear), contaminant inventory, invasive species, moving forward to a goal to support community-led stewardship activities
- Mobilizing traditional values, knowledge & practice to manage, conserve and protect the traditional lands for future generations, traditional knowledge and land use research, and cultural training,
- Emergency response management, maintenance and public safety, and working with research or academic institutions on building a training programs
- Build strong collaborative relationships with both provincial and federal regulatory agencies to build a foundation for the establishment of a management strategy for the Territory with a focus on mapping and ground-truthing cultural, spiritual, environmental, and social sites of importance, identification of traditional medicines, fragile ecosystems guided by the elders.

Proposal Requirements

- Proposal with rates and fees
- References to demonstrate ability
- At least 3 years of experience in a program development or research role
- Demonstrate experience working with First Nations people
- Knowledge of the needs, barriers and circumstances relating to Land Stewardship
- Knowledge of local, regional and community resources
- Strong ability to organize, prioritize, multi task and manage time, with solid computer skills and proficiency with MS Office and other communications software
- Discretion & respect for confidentiality
- Valid BC Driver's License

Please submit your proposal letter and resume to:

Wayne Kaboni, Manager
Citxw Nlaka'pamux Assembly
Mail: P.O. Box 618, Merritt, B.C. V1K 1B8 or
Email: wkaboni@cna-trust.ca
Fax: 250-378-2910 or
In Person: 2187-A Coutlee Avenue in Merritt

We wish to thank all applicants for their interest and effort in applying for this contract; however, only candidates selected for interviews will be contacted. Your application to this posting is deemed to be your consent to the collection, use and necessary disclosure of personal information for the purposes of recruitment. Citwx N'laka pamux Assembly respects the privacy of all applicants and the confidentiality of personal information.