

Lands Manager

Cook's Ferry Indian Band

Merritt & Spences Bridge, British Columbia

The Cook's Ferry Indian Band is a Nlaka'pamux government located in the scenic Thompson River Valley of British Columbia. The Band is committed to ensuring land-based activities are managed with care, accountability, and respect for community knowledge and values.

Cook's Ferry Indian Band is currently seeking a Lands Manager to lead and coordinate all lands-related functions across Merritt and Spences Bridge. This is a leadership role suited to a strategic and community-minded professional with strong judgment, collaboration skills, and a commitment to protecting Indigenous lands and interests.

Reporting to the Chief Administrative Officer (CAO), the Lands Manager is a member of the leadership team and provides leadership and oversight for lands governance, referrals management, environmental stewardship, and land-based initiatives, while supporting informed decision-making by Chief and Council.

Key Responsibilities

You will lead the lands referrals process for all proponents seeking to work within Cook's Ferry lands or territory, ensuring referrals are reviewed in accordance with Band policies, protocols, and compensation frameworks. This includes coordinating reviews, preparing materials and recommendations for Chief and Council, and monitoring compliance.

In this role, you will provide policy, governance, and legislative analysis related to lands, title, rights, and environmental protection. You will track and assess legislation, regulatory changes, projects, and external activities that may impact community interests, and present clear information to support decision-making.

The Lands Manager coordinates land-based activities and community engagement related to land use, including consultation processes, traditional use initiatives, and land-based camps. You will also oversee on-the-ground monitoring activities, including supervision of Lands Monitors, coordination of site inspections, and follow-up on compliance related to infrastructure, construction, restoration, and environmental protection.

This position manages relationships with external partners such as Indigenous Services Canada, provincial and federal governments, neighbouring First Nations, consultants, and industry proponents. You will oversee lands-related grants and funding agreements, coordinating applications, managing reporting requirements, and ensuring compliance in collaboration with finance and administration.

As department lead, you are responsible for the effective operation and development of the Lands Department, including staff supervision, budget management, work planning, and the establishment and maintenance of standard operating procedures. You will bring a solutions-oriented approach, remaining both strategic and operational while navigating complex priorities in a governance-driven environment.

The Ideal Candidate

You bring a post-secondary degree in environmental sciences, natural resource management, or a related field, or an equivalent combination of education and experience. You have experience in lands or natural resource management, including at least five years in a managerial or supervisory role with responsibility for staff, budgets, programs, or projects.

You have experience working with First Nations governments, ideally within an Indian Act lands context, and are comfortable coordinating referrals, regulatory processes, land use activities, and engagement with proponents and government agencies. Experience in sectors such as energy, forestry, mining, infrastructure, restoration, or agriculture is considered an asset.

You are an organized leader with strong planning, communication, and relationship management skills. You exercise sound judgment, discretion, and cultural humility, and you bring a demonstrated commitment to protecting Cook's Ferry lands, culture, and future generations. You are able to translate complex policy, technical, and funding information into clear recommendations and action.

Compensation & Benefits

The salary range for this position is \$80,000–\$110,000, commensurate with education and experience. Cook's Ferry Indian Band offers a comprehensive benefits package, including generous paid holidays, a Christmas office closure, statutory holidays, health and dental coverage, and an employer-matched pension plan. Relocation assistance may be available.

The Location

This position is based in Merritt and Spences Bridge, British Columbia, with responsibilities across both communities. Hybrid work arrangements are possible, with regular travel required between locations. The Thompson River region offers exceptional access to outdoor recreation while remaining close to major centres such as Kamloops and Kelowna, and approximately 3.5 hours from Vancouver.

Apply Today

Cook's Ferry Indian Band is partnering with WMC to support this recruitment. Please submit your resume and cover letter, in confidence.

This role offers the opportunity to build and lead the Lands Department while advancing meaningful, community-driven land stewardship in the Thompson River Valley. The position combines strategic leadership and hands-on impact with an outstanding quality of life, offering the balance of small-community connection and access to major centres.

We invite you to apply with your resume and cover letter, in confidence, at <http://careers.wmc.ca>. For more information, please contact Max Mollineaux at WMC at maxm@wmc.bc.ca.

To learn more about Cook's Ferry Indian Band and its community, please visit <https://cookserry.ca>.

In accordance with Section 16(1) of the Canadian Human Rights Act, preference may be given to Indigenous candidates.