

Teme Augama Anishinabek Job Description

Position Guardian

Department Lands & Resources

Position Reports To Guardians Supervisor

Employment Status Full Time

Hours 35 hours per week

Employment Type Permanent

Position Summary:

The Guardian supports the stewardship, protection, and monitoring of lands and waters within n'Daki Menan through on-the-land presence, observation, and community engagement. This role conducts monitoring and patrol activities, supports environmental and cultural protection efforts, collects field data, and promotes awareness of respectful land use. The position contributes to maintaining the health, integrity, and sustainability of traditional territories for current and future generations.

Primary Responsibilities

On-the-Land Monitoring and Patrol – 35%

Conduct regular on-the-land monitoring and patrol activities to observe land use, environmental conditions, and natural resource impacts. Record observations, identify potential concerns, and report findings to the Lands & Resources Department. Use maps, GPS, and field tools to support navigation and tracking of activities. Operate drones, where trained and licensed, to support monitoring, photography, and site observation.

Environmental and Cultural Protection Support – 25%

Support environmental protection and cultural stewardship initiatives by promoting compliance with land use expectations, harvesting practices, and waste management guidelines. Assist in identifying and protecting culturally significant areas, natural habitats, and sensitive environments. Encourage respectful land use through presence, communication, and education.

Field Data Collection and Reporting – 15%

Collect environmental samples, complete monitoring forms, and document field observations accurately using GPS and other tools. Maintain clear and organized records of activities, findings, and site conditions. Assist with compiling information for reports and departmental records.

Community Awareness and Education – 15%

Participate in community events, school activities, and workshops to share information about land stewardship, environmental protection, and Guardian program activities. Support education and awareness initiatives that promote responsibility and respect for the land.

Team Support and Other Duties – 10%

Work collaboratively with Lands & Resources staff, Guardian team members, and external partners. Support project logistics, participate in training, and perform other duties consistent with the role.

Qualifications

Completion of Secondary school education is required. Experience of at least two (2) years of working on the land, through traditional land use, community activities, environmental programs, or related work is required. Knowledge of local geography, land use practices, and traditional stewardship principles is considered an asset. Ability to complete training in environmental monitoring, safety procedures, and reporting requirements. Strong communication skills and the ability to interact respectfully with community members, visitors, and partners. Basic digital skills, including the ability to complete forms, track information, and maintain records. Ability to travel in a variety of vehicles.

Certifications, Licences and Requirements

Satisfactory Criminal Record Check. Valid Ontario Class G driver's licence is not only required for vehicle use, but ATV and Snowmobile travel. Pleasure Craft Operator Card is required. Basic drone certification considered an asset. First Aid/CPR (or willingness to obtain).

Physical and Sensory Demands

Work requires frequent outdoor activity in varying weather and terrain conditions, including walking, lifting equipment, and extended time on the land. Requires awareness, observation, and attention to detail while working in field environments.

Work Environment

Work is primarily conducted outdoors across the Traditional Territory, with some time spent in community settings and occasional office environments. Flexibility in hours may be required to support fieldwork and community activities.

Health and Safety Statement

Teme Augama Anishinabek is committed to providing and maintaining a safe and healthy work environment for all employees, members, and visitors. All employees are expected to work in compliance with applicable occupational health and safety legislation and adhere to organizational policies, procedures, and safe work practices. Employees must report

hazards, follow safe work guidelines, and actively participate in maintaining a culture of safety in all aspects of their duties.

Employee Signature _____ **Date** _____

Supervisor Signature _____ **Date** _____