



Kwilmu'kw Maw-klusuaqn
Mi'kmaq Rights Initiative

Our Rights. Our Future.

Employment Opportunity



POSTION: Senior Enforcement Officer, Treaty Rights Protected (TRP)

LOCATION: Millbrook, Nova Scotia

CLOSING DATE: September 7, 2025

JOB SUMMARY

Kwilmu'kw Maw-klusuaqn Negotiation Office (KMK) supports the Assembly of Nova Scotia Mi'kmaw Chiefs (Assembly) in negotiation and consultation processes and engages Nova Scotia Mi'kmaw communities on the best ways to implement our collective Aboriginal and Treaty Rights. KMK is seeking a Treaty Rights Protected (TRP) Senior Enforcement Officer to assist with this important work.

The TRP Senior Enforcement Officer is responsible for overseeing all TRP fisheries compliance activities, including monitoring, reporting, and enforcement coordination. This leadership role ensures that Mi'kmaw TRP fisheries are conducted in accordance with TRP community-based rules, conservation practices, and authorization conditions. The Senior Officer supervises the TRP Compliance Officers and works closely with the KMK Fisheries team to uphold stewardship and protect Treaty Rights.

DUTIES AND RESPONSIBILTIES

- Lead and coordinate enforcement operations for TRP fisheries, ensuring alignment with Mi'kmaw legal principles and Netukulimk.
- Supervise TRP Compliance Officers and Monitors, providing mentorship, logistical support, and field oversight.
- Develop and implement procedures for incident documentation, compliance notices, and enforcement escalation.
- Conduct enforcement training and ensure operational readiness of TRP enforcement staff.
- Build and maintain collaborative relationships with DFO, RCMP, and other enforcement agencies to support joint efforts.



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- Prepare detailed enforcement reports and maintain secure records for KMK leadership and community governance.
- Contribute to the development of TRP enforcement policies, protocols, and authorization conditions.

QUALIFICATIONS

- Post-secondary education in law enforcement, natural resource management, Indigenous governance, or a related field; equivalent experience may be considered.
- Minimum 3–5 years of experience in enforcement, compliance, or fisheries monitoring, preferably in an Indigenous or community-based context.
- Strong understanding of Mi'kmaq Treaty Rights, Netukulimk principles, and Indigenous legal perspectives.
- Demonstrated leadership and supervisory experience, including mentoring and managing field teams.
- Familiarity with enforcement protocols, incident documentation, and conflict resolution practices.
- Ability to work collaboratively with government agencies (e.g., DFO, RCMP) while representing Mi'kmaq interests.
- Excellent communication, report writing, and organizational skills.
- Valid driver's license and willingness to travel and work flexible hours, including evenings and weekends as needed.
- Ability to obtain or maintain relevant certifications (e.g., First Aid, WHMIS, enforcement training).
- Ability to uphold a strict level of confidentiality and discretion.
- Prior experience working with Mi'kmaq and/or Indigenous communities and organizations is an asset

CONDITIONS OF EMPLOYMENT

- Must hold and maintain a valid NS driver's license. Travel throughout Nova Scotia will be required.
- Must be available to work flexible hours, including evenings, weekends, and holidays as required.
- Must be physically capable of performing field duties in varying weather and terrain conditions.
- Must be willing to complete or maintain relevant certifications (e.g., First Aid/CPR, WHMIS, enforcement training).
- Must demonstrate respect for Mi'kmaq customs, values, and community protocols in all aspects of the role.

Applications will not be accepted without a cover letter and resume.

Applications must be received by 11:59pm on the closing date and can be emailed to:

CAREERS@MIKMAQRIGHTS.COM

Kwilmu'kw Maw-klusuaqn hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, qualified Aboriginal applicants will be given priority in accordance with the Aboriginal Employment Preference policy of the Canadian Human Rights Commission.

Please note that only those selected for further consideration will be contacted.