



841 Westhills Drive Penticton,
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April 22 2025

Employment Opportunity

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

Position Title:	PIB Guardian	Pay rate:	Starting at \$22.00 per hour
Department:	Natural Resource Department	Classification:	8
Status:	Casual/On-call	Responsible To:	Director, Natural Resources
Location:	Syilx Territory		
Deadline:	March 31, 2026		

Job Summary:

The PIB Guardian will patrol and protect syilx Territorial lands within the PIB Area of Responsibility (AOR) and specifically within the Okanagan Basin. The guardian will maintain a high visibility presence and observe, record and report all illegal or inappropriate actions following a specific patrol pattern. The removal of illegally deposited substance from syilx Territorial lands and PIB community and general public engagement are also key components of the position. The goal of the guardian is to detect, deter, observe and report. Additional skills and requirements: Lifting, Surveillance Skills, Dealing with Uncertainty, Judgment, Objectivity, Dependability, Emotional Control, Integrity, Safety Management, Professionalism, Reporting Skills

Core Competencies:

- Indigenous Knowledge, principles and practice
- Direct experience and Knowledge of PIB reserve lands
- Community engagement
- Professionalism
- Ability to engage with external stakeholders
- Surveillance skills
- Deals with uncertainty
- Judgement
- Objectivity
- Physical fitness
- Emotional control
- Integrity
- Safety Management
- Paperwork and Report Writing

Duties/Responsibilities:

Technical

- Community engagement, public engagement and community communications.

- Working with external contractors and consultants including the Ministry of Water, Land and Resource Stewardship.
- Inputting, maintaining and summarizing data and information in databases and providing data and data products as required.
- Direct responsibility and accountability for assigned vehicles and equipment.
- Secures syilx Territorial lands within the PIB AOR by patrolling; monitoring surveillance equipment; observing, recording and reporting within specific patrol patterns in the Okanagan Basin.
- Obtains help by sounding alarms/calling law enforcement (RCMP).
- Prevents losses and damage by reporting irregularities; informing violators of policy and procedures.
- Maintains organization's stability and reputation by complying with legal requirements.
- Contributes to team effort by accomplishing related results as needed.

Administrative

- Completes reports by recording observations, information, occurrences, and surveillance activities; interviewing witnesses; obtaining signatures.
- Ensures operation of equipment by completing preventive maintenance requirements; following manufacturer's instructions; troubleshooting malfunctions; calling for repairs; evaluating new equipment and techniques.

Accountability

- Accountable to the Director of the PIB Natural Resource Department.
- Application of established procedures.
- PIBNR Safe Certified safety procedures.
- Care and maintenance of equipment and project resources

Relationships

Internally

- Reports to PIBNR Director
- PIB Community

Externally

- On-site with stakeholders including trespassers.
- Direct engagement with RCMP

Decision Making

- Direction to stakeholders during in-field monitoring
- In-field data management decisions

Qualifications/Requirements:

Minimum Academic/Educational Requirements

- High school diploma
- Proven work experience as a Security Guard or relevant position
- Valid Class 5 Driver's license and reliable vehicle.
- Valid First Aid Level 1 (or higher)

Other Required Certification, Licenses, Designations and/or Training

- Verbal Judo
- Ability to operate detecting systems and emergency equipment
- Excellent knowledge of public safety and security procedures/protocols
- Excellent knowledge of environmental and heritage conservation legislation
- Indigenous Knowledge and Experience
- Surveillance skills and detail orientation

Specific Job Skills and Levels

- Must be comfortable and feel safe working in and around water and working in all weather conditions.
- Indigenous Knowledge and Experience
- Plant and animal identification and Knowledge.
- Willingness to work evenings and weekends.
- Willingness to travel to work sites.
- Punctuality and reliability
- Adherence to worksite safety regulations
- Demonstrate a good work ethic.
- Supervisory skills.

Personality Traits (Required to be successful in position)

- Personable,
- good communications skills,
- respectful.

Assets:

- Trained security officer with diploma
- Transportation endorsement certificate.
- Degree or TEK certification.
- Avenza mapping experience.
- Computer skills (e.g. Microsoft suite).

Working Conditions:

The work is performed in an office or field environment and may require travel to remote sites using various modes of transportation.

The work continually requires attention and concentration when collecting samples and data, liaising with community members, operating and maintaining equipment and instrumentation, manipulating databases and analyzing data and information, and preparing data summaries and data products.

The work associated with preparation, maintenance and operation of equipment and instrumentation, and the collection and analysis of samples and data involves standing, walking and the handling of lightweight objects.

Participation in in-field activities may involve periods of greater physical effort when climbing ladders, deploying and retrieving instrumentation, traversing rough terrain while carrying equipment. These

activities result in exposure to disagreeable conditions such as inclement weather, biting insects, wet and noisy environments, exposure to caustic and toxic chemicals. The conduct of field activities involves occasional exposure to risk of lost time injury from sprains or fractures or illness from chemical exposure.

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.

We thank all those who apply; however, only those candidates selected for an interview will be contacted.

The Penticton Indian Band offers a competitive compensation and benefits package as well as a great team and respectful work environment. If you are qualified and looking for an exciting and rewarding career, 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

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 Sn'Pink'tn(Penticton) language (N'syilxcen), culture, history and customs; persons of Aboriginal, Métis or Inuit ancestry; and all others.