



## Penticton Indian Band

841 Westhills Drive,  
Penticton, British Columbia  
Canada V2A 0E8

Telephone: 250-493-0048 Fax: 250-493-2882

March 30, 2026

### Employment Opportunity

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

<b>Position Title:</b>	<b>Technician Level 3 (Certified)</b>	<b>Classification:</b>	10	\$25 – \$30 per hour (Based on certification and experience)
<b>Department:</b>	Natural Resource Department	<b>Type:</b>	Task performer	
<b>Status:</b>	Casual On-call	<b>Hours of work:</b>	On-call	
<b>Responsible To:</b>	Natural Resource Department Director			
<b>Location:</b>	Syilx Territory			
<b>Deadline:</b>	<b>Open until filled</b>			

#### Job Summary:

Provide field and office support for all projects associated with PIB Natural Resources including data collection and processing, environmental and cultural research, in-field cultural and environmental investigations, monitoring and tracking, and the conduct of all technical and Traditional Ecological Knowledge (TEK) studies associated with PIB Natural Resources Department.

#### Core Competencies:

- Indigenous Knowledge, principles, and practice
- Biological/ecological knowledge of plants, animals, water, and ecosystems
- Ability to engage with external stakeholders
- Ability to engage with the PIB community
- Decision making
- Adaptability
- Physical fitness
- Understanding of provincial and federal legislation
- RISC archaeology understanding, principle and practice

#### Duties/Responsibilities:

##### Technical

- Carry out or participating in the collection, preservation, and analysis of biological, chemical or physical samples, data and information through the application of standard protocols.
- Participating in the preparation and conduct of field projects in Natural Resources with a focus on Syilx Cultural Heritage, vegetation, and wildlife.

- Community engagement and communications.
- Working with external contractors and consultants.
- Inputting, maintaining and summarizing data and information in databases and providing data and data products to biologists/managers as required.
- Conducting in-field Archaeology Preliminary Field Reconnaissance in a variety of terrains and weather conditions.
- Working with a trained biologist or technician to collect data on:
  - Wildlife/vegetation enumerations/monitoring
  - Archaeology and Cultural Heritage
  - Sampling
  - Wildlife and plant species identification
  - Wildlife and vegetation collection, using a variety of techniques
  - Vegetation and Wildlife Controls
  - Water quality sampling

### **Administrative**

- Operating and maintaining field/laboratory equipment and instrumentation during projects and assisting in their modification, adaptation, testing and calibration to meet specific mission requirements.
- Maintaining and organizing an accurate and detailed field logbook.
- Ensuring equipment storage maintenance and reporting issues as required.
- Supervision of field crew including Level 1 Technicians with support from PIBNR senior staff.
- Other duties as required of this position.

### **Accountability**

- Accountable for Technician Level 1 and Level 2 adherence to prescribed methods and practices
- Application of established procedures
- Care and maintenance of equipment and project resources

### **Relationships**

#### ***Internally***

- Reports to PIBNR Director
- PIB Community

#### ***Externally***

- On-site with proponents
- Project Stakeholders

### **Decision Making**

- Direction to proponents during in-field monitoring
- In-field data management decisions
- Decisions effecting the health and safety of PIBNR staff

### **Qualifications/Requirements:**

#### **Minimum Academic/Educational Requirements**

- Fish and Wildlife Technical Diploma **OR** Syilx Indigenous Knowledge equivalent.

#### **Other Certification, Licenses, Designations and/or Training**

- RISC Archaeology Certification
- Environmental Monitoring Certificate
- First Aid Level 1
- Class 5 Driver's license
- First Aid Transportation Endorsement

### **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
- Knowledge of fundamental technical principles respecting the conduct of field/laboratory projects within a specialized area of, wildlife and botany science and the relevant protocols, practices and methodologies regarding equipment, instrumentation, standards, and procedures for the collection, processing, preservation and analysis of samples and data.
- Knowledge of fundamental Indigenous Knowledge, process, protocols, and practices.
- Knowledge of Syilx Land-based systems and stewardship practices.
- Knowledge of community engagement techniques and practices
- 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.

### **Minimum Level of Experience**

- Three years of Level III Technician activities.
- Skills and experience pertaining to the identification, cataloguing and preservation of artifacts and archaeological materials.
- Skill and experience in the operation, maintenance, and manipulation of databases for the input, extraction, conversion, receipt/transfer, and analysis of scientific data to provide summaries and data products for inclusion in reports and manuscripts.
- Experience in the control and custody of equipment, records, data, and biological, chemical, or physical samples, and in practices of animal husbandry respecting the care and nurturing of live species and the operation and maintenance of related equipment

### **Personality Traits (Required to be successful in position)**

- Personable,
- good communications skills,
- respectful

### **Assets:**

- Knowledge of enumeration techniques as well as wildlife and plant identification.
- Experience in wildlife capture techniques
- Experience handling small boats
- Driver's license and reliable vehicle an asset.
- Transportation endorsement certificate
- Degree or TEK certification
- 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. There is a requirement to work in environments such as small boats, processing facilities, and remoter land-based sites.
- 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 projects such as research surveys and in-field activities may involve periods of greater physical effort when climbing ladders, deploying, and retrieving instrumentation, traversing rough terrain while carrying equipment and samples and working from small boats. 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. During archaeology in-field activities employees may be exposed to ancestral remains.

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.

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](mailto: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. **We thank all those who apply; however, only those candidates selected for interview will be contacted.***