



K'UUL POWER

Job Posting

Title: Employment and Training Lead

Reports To: K'uul Power CEO

Location: To be negotiated

Position Type: Full-time, permanent, contract to start

Salary: To be negotiated

About K'uul Power

Eight Nations formed [K'uul Power](#) in October of 2023 to support all interested Nations in working together to build and own the North Coast Transmission Line (NCTL) in partnership with BC and BC Hydro. K'uul Power is a First Nations-led organization focused on developing and owning renewable energy transmission and generation infrastructure in northwestern British Columbia. The name 'K'uul,' meaning 'coming together as one,' reflects the collaborative spirit of the initiative, uniting elected and hereditary leaders from eleven First Nations.

K'uul Power aims to decarbonize the regional economy through clean energy projects; empower First Nations with equity ownership and decision-making authority; create sustainable economic and social futures for Indigenous communities; and ensure environmental stewardship and cultural respect in infrastructure development.

K'uul Power represents a historic shift in Indigenous participation in energy development. It is the first time the Province of British Columbia has supported First Nations in such a significant infrastructure initiative. The model promotes economic inclusion, equity, and community empowerment, setting a precedent for future Indigenous-led energy projects.

The organization operates under a Collaboration & Communications Protocol that emphasizes six core values, including mutual respect, transparency, and shared responsibility. This protocol ensures that all participating Nations have a voice in project development and governance.



K'UUL POWER

North Coast Transmission Line (NCTL) First Nations Employment and Training Lead

Be part of a ground-breaking true partnership between First Nations and BC Hydro to build the second phase of a new major transmission line in the Northwest of British Columbia that will enable regional economic development, support climate action and advance reconciliation with Indigenous Peoples.

This role will be informed by the *“Indigenous Workforce Employment, Training, Education and Career Advancement Strategy”*, involving First Nations along the North Coast Transmission Line corridor. This role focuses on maximizing employment and training opportunities for First Nations community members during construction of the project and fostering sustainable employment beyond project completion, ensuring cultural alignment, and promoting economic benefits for participating communities.

What you'll do:

- **Community Engagement:** Establish and maintain strong relationships with the First Nations along the corridor, ensuring their active participation and input in employment and training programs.
- **Training and Employment Strategy Implementation:** Design and implement training and employment programs that prioritize local hiring, skills development, and career advancement for First Nation community members.
- **Training Program Oversight:** Oversee training programs tailored to the needs of the project and the communities, including technical skills for continued employment in other sectors post-project.
- **Cultural Integration:** Ensure that all employment and training initiatives are culturally appropriate and respect the traditions and values of all participating Nations.
- **Monitoring and Reporting:** Track the progress of employment and training programs, providing regular reports and adjusting strategies as needed to meet objectives.
- **Collaboration with Project Teams:** Work closely with BC Hydro, Contractors and Unions to align employment initiatives with project timelines and goals.
- **Support Candidates:** Ensure community members have the necessary support and access to education and training programs to qualify for available roles.
- **Support Nations:** with existing employment and training initiatives as required.



K'UUL POWER

Responsibilities Include:

- Understanding the employment needs of the project and training needs of the affected First Nations as outlined in a Labour Market Survey and Gap Analysis that will be provided.
- Implementing the Indigenous Workforce Employment, Training, Education and Career Advancement Strategy for the North Coast Transmission Line Project.
- Developing a multi-year work plan to ensure First Nations along the North Coast Transmission Line corridor benefit equitably from employment and training opportunities associated with the project.
- Managing partnerships with existing skills training organizations and programs and/or the establishment of new training initiatives. Training will include pre-employment and foundational skills development as well as job-specific and technical training that meets BC Hydro and contractor workforce needs. Work with Unions, BC Hydro and contractors to identify upcoming roles and potential job shadow and work experience opportunities.
- Develop and implement an approach and materials for the regular identification and ongoing communication of work experience, training and employment opportunities to impacted First Nations, including maintaining a live inventory of employment opportunities from BC Hydro and contractors, qualification requirements and hiring timelines.
- Facilitate regular working group meetings with First Nations Employment & Training Coordinators to ensure collaboration and shared learning.
- Develop regular hiring and training reports. Developing reporting templates with contractors to streamline reporting and enable insights that allow for improvement of programs over time.
- Work with Employment and Training Coordinators in communities to identify the training & education requirements for candidates from First Nations.
- Identify and address barriers for individuals to access training and employment programs.

Qualifications & Requirements

- 8 to 10 years of relevant experience in a business environment or educational institution including experience in managing employment and/or training programs.
- Community acceptance and an understanding of the current workforce requirements along the North Coast Transmission Line corridor.
- Familiarity with the potential barriers to employment.
- Familiarity with the local training institutions.
- Familiar with technologies adoption (LMS) in the field of training, plus other MS office applications and social media.



K'UUL POWER

- Demonstrated proficiency in the following: knowledge and understanding of the importance in building and maintaining relationships; communications; strategic and tactical planning; analysis and critical thinking; creativity and innovation in problem solving.
- Strong oral and written communication skills to effectively engage with a broad range of audiences.
- Ability to hold confidential information and exercise sound judgment on sensitive issues.
- Willingness to adapt to changing project requirements.

Additional Requirements

- Ability to travel to member Nations and regional meetings as required.
- Ability to work flexible hours, including evenings or weekends, to attend meetings or community events when needed.
- Clear criminal record check and valid BC driver's license.
- Interviews may be undertaken in person or via on-line video

If you are a skilled and motivated professional looking to contribute to this exciting first of its kind opportunity, we invite you to apply and become an integral part of our team.

In accordance with Section 41 of the BC Human Rights Code and Section 15 of the Canadian Charter of Rights and Freedoms, preference will be given to qualified candidates with Aboriginal Ancestry.

To Apply:

Email your cover letter, resume and list of three references to the attention of:

"K'uul Employment and Training Lead"

Email: jobs.kuul@gmail.com

Deadline to apply is: Friday, August 29th, 2025 at 4 pm. Late submissions will not be accepted.