

Coming Together as One.

ROLE: Employment & Training Lead

PROJECT: North Coast Transmission Line, Phase 2

Salary: \$60/hour
Employer: K'uul Power (Co-Developer of the NCTL Phase 2 project)
Type: Full-time (1-year contract to start, multiyear opportunity)
Location: Flexible within BC (travel along the Prince George ↔ Terrace corridor as needed)
Application deadline: **September 30, 2025 @ 11:59 pm (PT)**
Apply to: **jobs.kuul@gmail.com** — subject line: *K'uul Employment & Training Lead*

About the Organization

K'uul Power is a First Nations–led organization partnered with BC Hydro for advancing the North Coast Transmission Line (NCTL) Phase 2. “K'uul” (“coming together as one”) Power was created to pursue renewable energy transmission and generation infrastructure & associated First Nation’s development opportunities between Prince George and the west coast. By taking the lead, First Nations have the opportunity to chart a positive path forward, power our communities and create a healthy economic and social future for our families. As owners of the transmission infrastructure, impacted Nations will have a say in how and where it is developed while also benefitting from its development.

Key Activities:

The Employment & Training Lead is responsible for coordinating **partners, develop training and implement initiatives, remove barriers, and report outcomes that drive decisions, including the following key activities:**

- **Community Coordination** – Facilitate overall employment and training coordination across Nations, Employment & Training Providers, BC Hydro, contractors, unions, and training institutions.
 - **Training-to-Employment - Coordinate** training (foundational → technical → apprenticeship) aligned to role requirements and project timelines.
 - **Bring Solutions – Develop solutions to workforce barriers e.g.** transportation, credentials, childcare, or schedule gaps.
 - **Tracking & Reporting** - Build and manage concise reporting dashboards and performance tracking templates; track enrolments, completions, placements, retention, and document lessons learned.
 - **Cultural Awareness** - Support activities that build Indigenous cultural awareness and maintain a respectful workplace.
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Defining Success (a 12-month snapshot)

- A **corridor-wide working group of First Nation staff** (affect FNs) focused on NTCL employment & training opportunities, with meetings on a predictable cadence.
 - **Stackable training streams** running on-time (pre-employment, safety tickets, job-specific, apprenticeship).
 - A **jobs/opportunities feed** with clear requirements and timelines, shared across Nations.
 - Contractor/union partnerships formalized for apprenticeships, job shadowing, and work-integrated learning.
 - Quarterly roll-ups to leadership that show progress, bottlenecks, and course corrections.
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Day-to-day responsibilities

- Manage the employment and training relationships between First Nations, BC Hydro and project contractors, including the overall coordination of job postings and connecting workforce candidates with opportunities.
 - Recruit cohorts; schedule training (in-community whenever possible); coordinate workforce support activities.
 - Build employment and training awareness for the Project and pre-screen candidates; facilitate interviews and onboarding.
 - Support the Employment & Training working group and Advisory Committee.
 - Support cultural safety and respectful engagement at every stage.
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What you bring

- **8–10+ years designing, delivering, and managing employment and/or training programs (public, private, or Indigenous-led).**
- **Demonstrated experience working with First Nations leadership, Employment & Training Coordinators, training providers, and industry partners.**
- **Proven coordination across complex, multi-party projects; excellent written and verbal communication.**
- **Experience with practical training logistics (safety tickets, driver licensing, admissions, scheduling) and program reporting.**
- **Integrity, sound judgment and confidentiality.**
- **Ability to travel the corridor and work occasional evenings/weekends.**
- **Experience in energy, transmission, heavy civil, environmental monitoring, or camp/logistics operations (preferred, not required).**
- **Existing relationships with northern BC training institutions and ISET holder (preferred, not required).**

- **Familiarity with LMS tools and basic data dashboards (preferred, not required).**
 - Ability to develop and manage training budgets.
 - Proficient in MS Office, and understanding Learning Management Systems (LMS).
 - Relationships with northern BC training institutions and ISET holders.
 - Familiarity technology, and social media,
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Compensation

- **Approx. \$60 / hour** (*commensurate with experience)
 - Final compensation package is flexible, based on experience and discussions with shortlisted candidates.
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How to apply (read carefully)

Email **jobs.kuul@gmail.com**

Subject line **K'uul Employment & Training Lead**

When: **September 30, 2025 @ 11:59 pm (PT).**

Include:

1) **Cover letter (max 2 pages)** suggestions ... *What have you built?* Describe 2–3 training-to-employment programs you led and the outcomes (completions, placements, retention). *Barrier-busting* - A concrete example where you removed a barrier (e.g., licensing/transport/childcare) to place candidates into work. *Working with Nations*. Your approach to community-first decision-making and cultural safety.

2) **Resume** / CV (3 references upon request.)

Preference will be given to qualified Indigenous applicants in accordance with applicable law. We thank all applicants; only those selected for interviews will be contacted.
