

JOB DESCRIPTION

Project Manager / Researcher (Anthropology)

About Us:

Landmark is a research and professional services firm based in Victoria, British Columbia, specializing in matters related to Aboriginal rights, title, and interests.

Our core services include:

- Historical, Ethnohistorical, and Anthropological Research: Neutral, non-partisan, and defensible research to support land use and cultural studies, land claims, rights assertions, negotiations, and litigation.
- Regulatory and Environmental Consulting: Expert advice and review for environmental assessments, major project reviews, and permit applications, with an understanding of this practice area intersects with Aboriginal rights and interests.
- Advisory Services: Our team provides strategic advice and practical support to help Indigenous clients advance their priorities in discussions and negotiations with government, industry, and other Indigenous organizations
- Monitoring: We lead the design, training, and implementation of Indigenous-led monitoring programs for industry and government projects.
- Project Management: We provide qualified and designated project managers to fill capacity gaps and support special projects for our clients.
- GIS: We provide spatial analysis and map production to support planning, consultation, and research.

Position Overview

The **Project Manager / Researcher (Anthropology)** leads applied Anthropological and ethnohistorical research projects for Landmark's clients. With a strong foundation in participatory methods, regulatory processes, and Aboriginal rights, they design and manage research initiatives that combine fieldwork, archival analysis, and community engagement. They produce clear, defensible deliverables used in negotiations, land use planning, and litigation ensuring all work aligns with ethical research practices, including informed consent and data sovereignty.

This role requires the ability to manage multiple priorities, communicate effectively with Indigenous clients and stakeholders, and work across interdisciplinary teams. The ideal candidate brings a balance of analytical and interpersonal skills, thrives in dynamic environments, and contributes to a high standard of culturally grounded, non-partisan work. Their leadership supports meaningful partnerships with communities and enhances Landmark's goal to provide rigorous, respectful, and client-driven services.

Key Responsibilities

- Manage anthropological and ethnohistorical research projects related to Aboriginal rights, land use, and governance.
- Manage project timelines, budgets, and deliverables across interdisciplinary teams and client portfolios.
- Engage respectfully with Indigenous communities, Elders, and Knowledge Holders to support collaborative research.
- Conduct archival research, oral history interviews, and community-based fieldwork in alignment with ethical and cultural protocols.
- Produce clear, defensible reports for use in litigation, negotiations, and Crown consultation processes.
- Contribute anthropological insights to regulatory processes, land use planning, and Indigenous-led monitoring programs.
- Ensure compliance with standards for data sovereignty, informed consent, and non-partisan research.
- Support internal capacity building and knowledge sharing across Landmark's service areas.
- Present findings to clients, legal teams, and government bodies as required.

Qualifications and Skillset:

- Minimum 5 years of professional experience in a relevant field (e.g., consulting, research, government, Indigenous governance).
- Demonstrated experience with cultural use, traditional land use, or archival/historical research.
- Proven ability to build and maintain strong working relationships with Indigenous clients and community representatives.
- Master's or PhD degree in anthropology. Other humanities degrees such as sociology, history, or political science may be considered.
- Excellent written communication and report writing skills.
- Experience coordinating or contributing to regulatory reviews, including provincial and federal environmental assessments.
- Experience working in or alongside Indigenous communities, with a strong understanding of Indigenous governance, protocols, and values.
- Formal training or designation in project management (e.g., PMP, CAPM), or willingness to obtain one within 12 months of hire.
- Strong conflict resolution and facilitation skills, with the ability to support consensus-building processes.
- Knowledge of Canadian federal, provincial, and territorial regulatory systems, including permitting and Crown consultation requirements.
- High level of professionalism, discretion, and commitment to non-partisan, defensible work.

Location:

- Victoria or Vancouver, BC.
- Hybrid office and working remotely.
- Travel throughout Canada as required by Landmark's clients.

Compensation:

- \$90,000 to \$115,000 per year.
- \$2,500 yearly professional development budget.
- Standard benefits package.

Working for Landmark:

Landmark is an equal opportunity employer. We are committed to building a team that reflects the communities we serve and welcome applications from all qualified individuals. Employment decisions are based on merit, qualifications, and business needs.

We offer the following benefits and work environment:

- Flexible work week
- Competitive salary based on experience and qualifications.
- Comprehensive healthcare coverage with personal and sick days.
- Annual professional development budget for education and training.
- Living-out allowance for field-based assignments.
- Regular social events and team-building activities.