



GWAI

ENGINEERING

CIVIL ENGINEERING

COMMUNITY PLANNING

PROJECT MANAGEMENT

INFRASTRUCTURE FUNDING & FINANCE

GRANT WRITING

www.gwaieng.com | [@gwaieng](https://twitter.com/gwaieng)

Gwaii Engineering is an Indigenous-owned engineering and advisory firm

At Gwaii, we work in partnership with First Nations, municipalities, and public and private sector clients across B.C. and Canada. Our work focuses on planning, designing, and delivering resilient infrastructure systems that support community health, self-determination, and long-term sustainability.

Our team has been designing and delivering infrastructure across B.C. since 1982. From initial funding applications to project completion, our focus is on your community and maintaining high standards at every stage.

Indigenous owned and operated, we understand our First Nation clients' and communities' needs from day one. Our team oversees every aspect of infrastructure development ensuring your community is delivered a solution that is built to last.

In all the communities we service, Indigenous hiring and capacity building is prioritized throughout the procurement process. We combine technical expertise with deep community relationships to deliver infrastructure that works – today and for future generations.



A PROUD MEMBER OF



At Gwaii, we provide a wide variety of services to our clients. Recent project examples include:

Yuulu?i?ath Government Multi-use Pathway: Civil and Environmental Engineering, Project Management, Grant Writing

Hitacu Community Water & Sewer Infrastructure: Civil Engineering, Grant Writing

Malahat First Nation: Wastewater Feasibility, Boat Launch and Parking Facility

CRD McLoughlin Point Wastewater Plant: Environmental Engineering

Witset First Nation Band Housing: Environmental Assessments

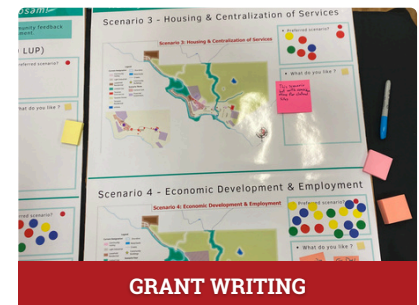
Shíshálh Nation Developments: Civil Engineering, Construction Management

Old Masset Clean Energy: Civil Engineering, Project Management, Grant Writing

Seabird Island Band: Boat Launch, Civil Infrastructure Design

Tla'amin Nation: Civil Engineering, Project Management, Community Engagement

Community Engagement and Indigenous Relations Initiatives



The background image shows a modern, grey, rectangular sewage lift station building with a dark roof, situated on a gravel pad next to a paved area. A utility pole with wires is visible to the right. In the background, there is a calm lake reflecting the sky, surrounded by a dense forest of evergreen trees under a blue, overcast sky.

Yuułu?il?ath Government Lift Station Upgrades

CIVIL ENGINEERING, PROJECT MANAGEMENT

Our team is pleased to be providing civil engineering, project management, and contract administration services for the Yuułu?il?ath Sewage Lift Station Upgrades project. The project involves the relocation and upgrade of an existing sanitary lift station to improve system reliability, accommodate future growth, and address geotechnical constraints at the current site. Our scope of work includes:

- *Assessment of existing infrastructure and system capacity*
- *Preparation of design drawings, technical design briefs, and cost estimates through multiple design stages*
- *Tender support services including preparation of contract documents*
- *Contract administration and construction support*



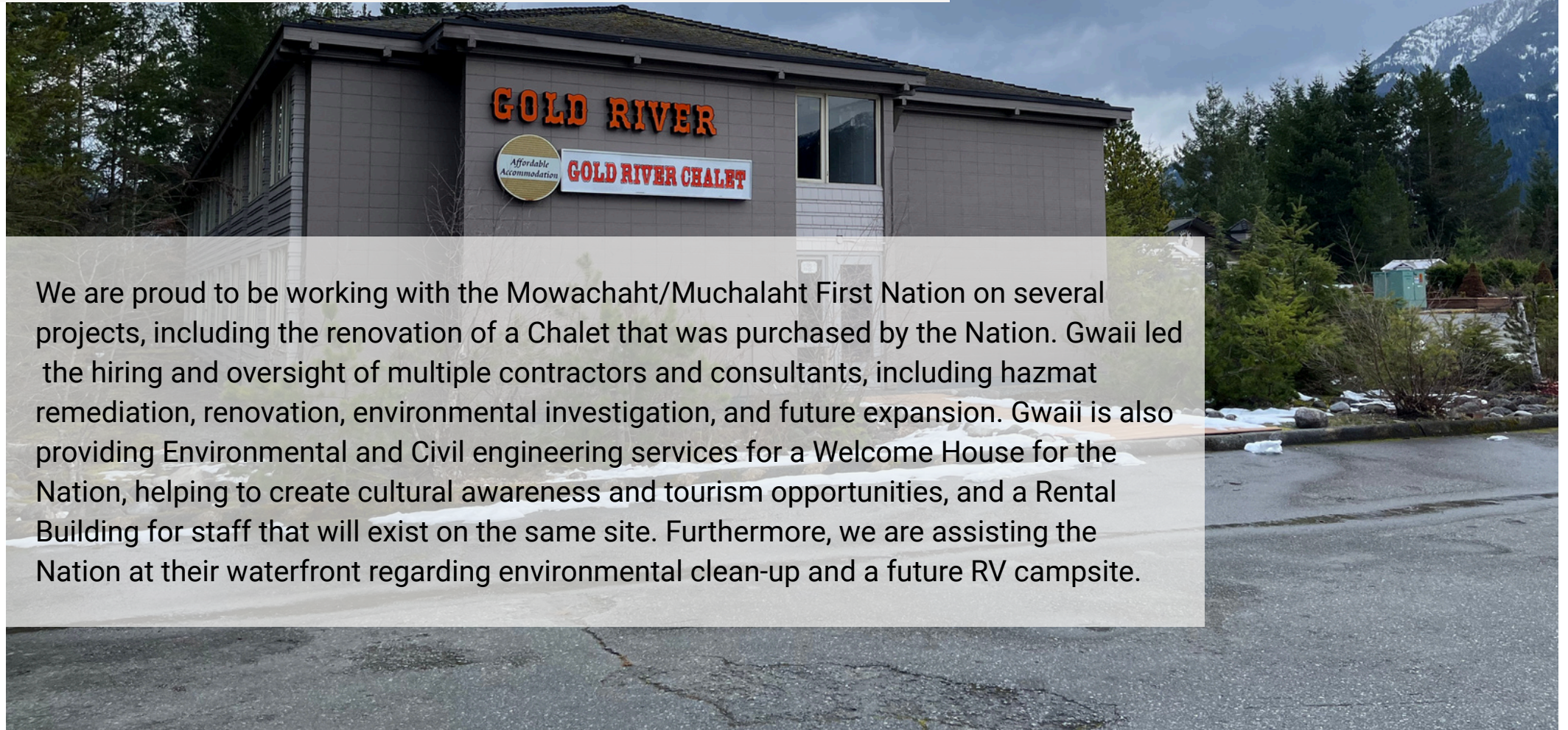
Malahat Business Park and Boat Launch

CIVIL ENGINEERING

The Malahat Nation contracted Gwaii Engineering to provide civil engineering services on both their new Boat Launch and their Business Park. We designed the new boat launch, as well as access roads in and out, drainage facilities, trailer and car parking areas, plus a trail network and viewing platforms around the site. For the Business Park, we developed a Stormwater Management Plan and completed a Grading and Earthworks Plan for Phase 1 of the project.

Mowachaht/Muchalaht First Nation Chalet Renovation, Welcome House, Rental Housing and Waterfront

PROJECT MANAGEMENT, ENVIRONMENTAL AND CIVIL ENGINEERING



We are proud to be working with the Mowachaht/Muchalaht First Nation on several projects, including the renovation of a Chalet that was purchased by the Nation. Gwaii led the hiring and oversight of multiple contractors and consultants, including hazmat remediation, renovation, environmental investigation, and future expansion. Gwaii is also providing Environmental and Civil engineering services for a Welcome House for the Nation, helping to create cultural awareness and tourism opportunities, and a Rental Building for staff that will exist on the same site. Furthermore, we are assisting the Nation at their waterfront regarding environmental clean-up and a future RV campsite.



Tlaa Gwaa Atlaas (New Town) - Subdivision Design Project

CIVIL & ENVIRONMENTAL ENGINEERING, PROJECT MANAGEMENT

Our team is providing both civil and environmental engineering services for all three phases of the Subdivision Design project in Haida Gwaii, funded by Indigenous Services Canada (ISC):

- Phase 2 Environmental Site Assessments (ESAs) for all phases of the subdivision in compliance with ISC guidelines.
- Civil engineering consultant on the design-build project team for Phase 2, including detailed servicing design.
- Lead design and project management for Phase 3, including overall area feasibility assessment, detailed design, environmental investigation, coordination with geotechnical and archaeological consultants, and habitat mitigation.



?AGAYQSEN (Ahkgykson) Lane Subdivision, Tla'amin Nation

CIVIL ENGINEERING, COMMUNITY ENGAGEMENT, PROJECT MANAGEMENT

The Gwaii team has worked extensively with Tla'amin Nation, including civil engineering, project management, and community-focused planning services for the Ahkgykson Lane Subdivision on Tla'amin Nation lands. The project involves the development of a 15 lot residential subdivision including:

- Preliminary studies and conceptual design to support subdivision planning and lot layout
- Groundwater and aquifer recharge assessments
- Tree assessment and windthrow analysis
- Detailed site servicing and road design



Our House Of Clans, shíshálh Nation

ENVIRONMENTAL AND CIVIL ENGINEERING

In partnership with BC Housing, Tsain-Ko Properties has developed the Our House of Clans project which features 34 units of affordable housing and 7,500 square feet of retail space. This mixed-use project celebrates the rich cultural heritage of the shíshálh people and represents the interdependence and cooperation of the five shíshálh clans – Bear, Frog, Orca, Wolf, and Eagle.

NATIONS WE'VE WORKED WITH



Songhees



Mowachaht / Muchalaht
First Nation



K'ómoks First Nation



MAMALILIKULLA
FIRST NATION



HAIDA NATION



OLD MASSETT VILLAGE COUNCIL



Seabird Island Band



Wei Wai Kum
FIRST NATION



WSÁNEĆ
LEADERSHIP COUNCIL



TSAWOUT
FIRST NATION



Qualicum First Nation



ULKATCHO
FIRST NATION



We Wai Kai Nation



Ditidaht
FIRST NATIONS



MALAHAT



SCIA'AMUW • CHEANUH
FIRST NATION



SNUNEYMUXW
FIRST NATION



Tsartlip
First Nation



Southern Dakeh
Nation Alliance



T'SOU-KE FIRST NATION



PAUQUACHIN
FIRST NATION



shíshálh first nation



Yuutu?it?ath



KITASOO/XAIXAIS
First Nation



scəwəθən məsteyəx^w
TSAAWASSEN FIRST NATION



TOBACCO PLAINS
INDIAN BAND

YYuulu?iif?ath Government Pathway Project & Community Engagement Sessions

We are honored to have worked with the Yuulu?iif?ath Government (Ucluelet) for an exciting new pathway project in their community of hitacu. A large portion of our work focuses around community engagement, connecting with Elders, youth, and community members who want their voices heard in regards to the project at hand. **We put community voices first in the process of engineering and design.**



Cultural Training with KWAST-en-ayu

We had the honour of hosting KWAST-en-ayu from Indigenous Insight for an important conversation on Meaningful Reconciliation. His words were a powerful and challenging reminder that reconciliation is not a land acknowledgement, or a government-declared holiday, nor is it a checkbox or a corporate policy. **Reconciliation can start with a commitment to listening** – to building relationships, to stepping foot on First Nation land and speaking to families, confronting uncomfortable truths, and having the courage to take sustained, informed action.

Opening Ceremony of the New ?ams ?aye building for Tla'amin Nation

We were honoured to join the Tla'amin Nation at the Opening Ceremony for their new cultural centre and traditional food processing facility. This long-awaited celebration marked the completion of a visionary project, years in the making. **The event was a powerful reminder of the importance of cultural spaces that honour tradition, community, and connection to the land.**



Tla'amin Nation: Master Drainage Plan Community Engagement Sessions

Gwaii team members travelled to ti'sosum (Tla'amin Nation) to attend the community's Annual General Assembly and hear directly from residents about their experiences with drainage. Community members shared valuable insights on how water moves through the land and affects daily life. **These perspectives are helping shape a Master Drainage Plan that reflects both sound engineering practices and the community's relationship with the land.**

Strength Through Relationships



Corey Brown, M.Eng., P.Eng., AScT
FOUNDING PRINCIPAL, CIVIL ENGINEER

Corey is a member of the Old Masset Village Band, which forms part of the Haida Nation on Haida Gwaii. He is a member of the Sta'staas Eagle Clan and is the nephew of the current serving hereditary Chief 7idansuu. Corey is a registered member of the Aboriginal Professional Association of Canada.



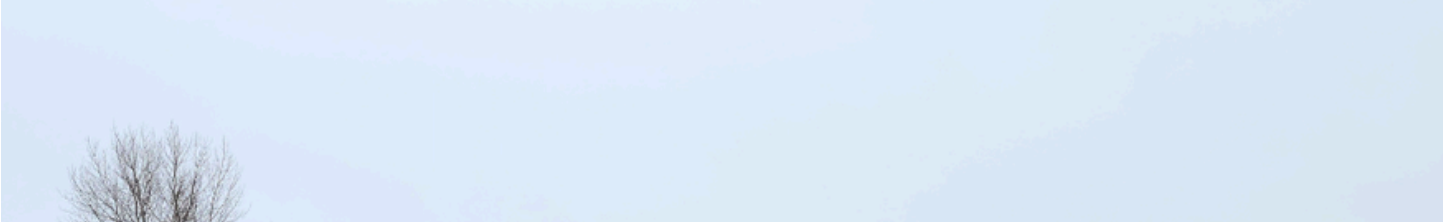
Mike Achtem, P.Eng., PMP, CCA
MANAGING PRINCIPAL, SENIOR ENGINEER

Mike is a registered Professional Engineer with extensive experience consulting on land development and municipal infrastructure projects throughout B.C. dating back to 1992. Mike is also a certified Project Management Professional as well as a Certified Contract Administrator with the Master Municipal Construction Association.



Brandon Ducharme, MBA, P.Eng., PE, CPEng, PMP
DIRECTOR OF PROJECT DELIVERY & CAPITAL ADVISORY

Brandon is a citizen of Métis Nation BC with over 15 years of expertise in integrated water services, infrastructure funding and finance, and strategic asset planning. An internationally multi-qualified engineer and PMP, he brings experience from Metro Vancouver water and wastewater projects and most recently led long-range water services planning for a local government in Aotearoa New Zealand.



Jared Smylie, EIT
CIVIL PROJECT ENGINEER

Jared is a registered Engineer-In-Training with a Bachelor of Civil Engineering from the University of Victoria. As a member the Civil Engineering team, he prepares design drawings for a variety of projects. Originally from Toronto, Jared enjoys outdoor activities such as canoeing, soccer, and hiking.



Mahlet Abraha, EIT
CIVIL PROJECT ENGINEER

Mahlet graduated from UBCO with a Bachelor of Applied Science in Civil Engineering. Originally from Ethiopia, Mahlet has lived in Canada now for 10 years and has finally settled here in Victoria after living in Calgary and Kelowna for school. She has a strong background in project management, technical documentation, infrastructure assessment, and designing software skills, making her a great addition to our team.



Greg Gillespie, BSc, PMP
SENIOR DEVELOPMENT MANAGER

Greg Gillespie is an accredited Project Management Professional and land use consultant with over 16 years of extensive leadership and real estate experience. He delivers end-to-end land management results with success across a broad spectrum of portfolios, including residential housing, telecommunication networks, waste-to-energy facilities and large multifamily/ mixed-use developments.





Clea Achtem, CGA, CPA
COMPTROLLER

Clea graduated from the University of British Columbia and went on to earn her Chartered Professional Accounting designation (CGA CPA) in 2003. Since joining Gwaii Engineering at its inception, Clea has enjoyed managing the day-to-day financial accounting services. Her responsibilities include accounts payable and receivable, tracking assets and expenditures, managing payroll and benefits, and GST/payroll compliance.



Garret Warren, EIT
CIVIL PROJECT ENGINEER

Garret is originally from Calgary, Alberta and studied civil engineering at U of A. He first joined Gwaii as a co-op student in 2024, and signed on as a Civil EIT in the summer of 2025. Garret primarily deals with Storm/Water/Sewer models and calculations. At U of A, Garret was president of the powerlifting association. Now based in Victoria, Garret enjoys being close to the ocean and mountains.



Kyle Anderson
CIVIL ENGINEERING TECHNOLOGIST

Kyle is of Cree, Saulteaux and Swampy Cree heritage. He completed his Diploma at Camosun College, and is now working towards a Civil Engineering Degree at UVic. Kyle's responsibilities include the collection of soil and water samples, the writing of technical reports, preparing design drawings for Civil infrastructure, as well as topographical survey, lay out survey and as-built survey for rural and urban development projects.



Gladia Joy

OFFICE ADMINISTRATOR & HR SPECIALIST

Gladia holds a BSc & MBA in Human Resource Management, and is a member of CPHR BC & Yukon. Alongside her role as an Office Administrator & HR Specialist, Gladia also assists with accounting & project management.

Gladia worked in Human Resources and Administration for 6 years in India before making the move here to Canada.



Sally Hodgson

PROJECT MANAGEMENT SUPPORT

Sally holds a masters degree from the University of Victoria, which she obtained while gaining experience in project management in the healthcare sector. Now, as part of the Gwaii Engineering team since February 2024, Sally supports the smooth running of billing and operations, and assists with grant writing, utilizing her organizational skills and attention to detail.



Emma Rendell

DIGITAL MARKETING & COMMUNITY OUTREACH

Emma joined the Gwaii team in 2021 as a social media manager, and has since expanded her role into community outreach and digital marketing. Originally from a performing arts background, she brings a passion for storytelling & communication to her work, and enjoys getting to share the incredible work Gwaii is doing for First Nations in BC.

CIVIL ENGINEERING

- Water modelling and network analysis
- Water and wastewater treatment design
- Sewer system design
- Site layout and grading
- Road design
- Septic system design
- Stormwater design
- Sediment and erosion control plan
- Subdivisions and housing developments
- Pump station design
- Commercial and industrial developments
- Feasibility studies
- Utility and site servicing
- Liason with municipal, provincial and federal regulators
- Project proformas and cost estimating
- Assistance with compliance issues

PROJECT MANAGEMENT

- Scheduling
- Earned value analysis
- Client/contractor liasing
- Risk management
- Budgeting and tendering
- Contract administration

GRANT WRITING

- Funding option identification
- Grant applications
- Communication with funding agencies
- Funding advocacy
- Quarterly newsletters and database sharing
- BC Housing & CMHC funding applications
- ISC funding applications

ENVIRONMENTAL ENGINEERING

- Hazardous building material surveys
- Asbestos, lead paint, etc.
- Environmental site investigations
- Phase 1/2 stage, 1/2 preliminary site investigations, detailed site investigations, etc.
- Soil, water and air quality characterization
- Soil relocation and disposal
- Contaminated site remediation
- Project management
- Field oversight and supervision
- Environment management plans
- Water quality management
- Soil management
- Air quality management
- Environmental monitoring
- Contaminated sites
- Water quality monitoring (discharge and sedimentation)
- Underwater noise monitoring
- Air quality and noise monitoring
- Water treatment (construction related)
- Fuel tank removal and remediation
- Contract administration

CONSTRUCTION MANAGEMENT

- Consultant and trades coordination
- Progress review and payments
- Contract administration
- Building code compliance

COMMUNITY ENGAGEMENT

- Event organization and planning
- Consultation and engagement
- Flyers/questionnaires/newsletter creation or collaboration

SURVEY

- Topographic surveys
- Site survey
- Construction layout
- As-built survey

CAPACITY BUILDING

- Mentorship opportunities
- Job shadowing
- Community initiatives
- Job fairs
- STEM education
- Youth engagement
- Indigenous student scholarships





“The projects we worked on with Gwaii Engineering were very successful. Their team brought outstanding community engagement and built connections, creating a comfortable environment that encouraged valuable feedback from our community members.”

SPENCER TOUCHIE

Director of Capital Infrastructure, and Assets Management
Yuulu?if?ath Government

“The culture at Gwaii Engineering in the Indigenous engagement space is solid which speaks volumes for its courageous leadership and genuinely curious, solution and team-oriented mindset. Gwaii consistently exceeded technical requirements to ensure their work delivered meaningful and lasting value and live by their principle of leaving Indigenous communities better than they found them; it is far more than just a slogan.”

KWAST-en-ayu (Maynard Harry)

Indigenous Insight

“At Tsawout First Nation we have been very pleased with the work of Gwaii Engineering. Like many First Nations we are challenged with aging infrastructure for sewer, water, and drainage. We have benefitted from the Team at Gwaii who have jumped in to help us through planned and unplanned intervention projects. Their insights are helpful and we would recommend their company to other First Nations.”

MAVIS UNDERWOOD

Councillor
Tsawout First Nation





GWAI ENGINEERING

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