



IDENTIFICATION

Department	Position Title	
Environment and Climate Change	Director, Climate Change, Cumulative Impacts and Knowledge	
Position Number	Community	Division/Region
23-13429	Yellowknife	HQ

PURPOSE OF THE POSITION

The Director, Climate Change, Cumulative Impacts and Knowledge (Director) is responsible for providing overall leadership and strategic advice on all legislation, regulations, policies, programs and services in relation to climate change, cumulative impacts and the knowledge agenda for the Department within the context of Government of the Northwest Territories (GNWT) legislation, regulation and policies and the political, social and economic context of the NWT to promote and support the sustainable use and development of natural resources and to protect, conserve and enhance the NWT environment for the social and economic benefit of all NWT residents.

SCOPE

The Director is located in Yellowknife and reports to the Assistant Deputy Minister (ADM), Environmental Management, Monitoring and Climate Change.

The Department of Environment and Climate Change (ECC) is mandated to promote and support the sustainable use and development of natural resources and to protect, conserve and enhance the NWT environment for the social and economic benefit of all NWT residents. Natural resources include both renewable and non-renewable resources.

To achieve this mandate, ECC promotes sustainable development of renewable resources in a diverse environment, and the sustainable use and conscientious protection of NWT land, air, water, wildlife, forests and natural resources, as they are integral to the economic, cultural and social fabric of life in the NWT. ECC is committed to ensuring an inheritance of a healthy environment for future generations and works to balance traditional lifestyles with a modern economy.

The Department promotes management that recognizes the interconnectedness of activities. Collaboration, coordination, cooperation and communication are expected to occur at all levels



in the organization. The Department is committed to working in partnership with other GNWT departments to achieve government-wide objectives.

The position works within the a legislative framework which includes the *Northwest Territorial Lands Act and Regulations*, *Waters Act and Regulations*, *Environmental Protection Act and Regulations*, *Mackenzie Valley Resource Management Act and Regulations*, as well as the settled Lands, Resources and Self-government Agreements within the NWT; Devolution Final Agreement; Climate Change Strategic Framework; Land Use Sustainability Framework; Sustainable Development Policy (GNWT and Canada); Mineral Development Strategy; Economic Opportunity Strategy; NWT Water Stewardship Strategy and the NWT Cumulative Impact Monitoring Program (NWT CIMP) Action Plan.

Climate change and the environment have become of increasing and major concern not only within the GNWT but at all levels of government in the NWT and Canada and around the world, including Indigenous governments and organizations. In recognition of the priority now being given to climate change concerns, the Branch plays a central agency function of reviewing Executive Council and FMB submissions and legislative proposals to consider climate change impacts. Developing and implementing the 2030 NWT Climate Change Strategic Framework is a key responsibility of this position. Increasing the NWT's knowledge of a changing climate, along with adapting to the impacts of climate change, requires a broad suite of initiatives and fundamental changes in government approaches to program delivery. The Director works with other departments, agencies and organizations to design and deliver programs that will influence, support and promote these changes.

The Director is responsible for strategic oversight of the NWT CIMP. NWT CIMP is a source of environmental monitoring and research in the NWT. The program coordinates, conducts and funds the collection, analysis and reporting of information related to environmental conditions. Its main purpose is to better support resource management decision-making and the wise use of our resources by furthering our understanding of cumulative impacts and environmental trends.

The Director is responsible for strategic oversight of the GNWT's Knowledge Agenda (the Agenda). The Knowledge Agenda: Northern Research for Northern Priorities provides overarching guidance for science funders and researchers on the research priorities of the Government of the Northwest Territories (GNWT) and is used by the GNWT to promote and initiate collaboration with researchers for the mobilization of scientific, traditional and local knowledge. As a whole-government document, the Agenda articulates GNWT research needs across departments and focuses efforts and directs research in the northern interest.

The incumbent directs a broad-based consultation and collaborative processes designed to facilitate Indigenous communities, non-government organizations, the GNWT and the Federal Government working together on climate change, monitoring and research initiatives, with a



focus on growing Indigenous participation in climate change, monitoring and research initiatives. This position works with Indigenous governments and organizations to build capacity to manage the environment, including climate change, and develop strategies to attract partners and funding for climate change initiatives.

The Director ensures GNWT climate change, research and monitoring interests are asserted strongly in interdepartmental, intergovernmental and interagency venues and initiatives so that environmental stewardship decisions are made in the North.

The Director's leadership and management responsibilities demand a progressive and creative leadership approach, including the clear articulation and understanding of the Department's plans, priorities and projected results and what is expected of managers and staff in achieving those results.

The Director is expected to manage the resources of the Division with economy, probity, and prudence, consistent with departmental and government objectives; and provides exemplary leadership in demonstrating the corporate values and ethics of the GNWT. The Director participates as a member of the Department's Senior Management Committee, leads and contributes to decision making and to the identification, review and formulation of plans, strategies, policies, frameworks, objectives, standards and processes governing the programs falling within the Department's mandate.

DIMENSIONS

- Reporting Positions (4 direct, and 20 indirect – 24 Total)
- Compensation & Benefits \$3.6 M
- Operations & Maintenance \$3.0 M
- Grants & Contributions \$2.2 M

RESPONSIBILITIES

1. Upholds and consistently practices personal diversity, inclusion, and cultural awareness, as well as safety and sensitivity approaches in the workplace. Practice and ensure that any subordinate management and supervisory roles also prioritize staff mentorship and on-the-job training, including staff development in annual general objectives.
2. Represents the GNWT and the Department at the most senior levels across government, with Indigenous governments and community representatives, other levels of government, industry CEOs and cooperative boards.
3. Provides strategic advice to the Minister, the Deputy Minister and the Assistant Deputy Minister and briefs the Minister, Cabinet committees, and Executive on issues related to areas of the Director's responsibilities.



4. Directs the development, delivery, evaluation and continuous improvement of transformative legislation, regulation, policies, programs and services in the areas of the Director's responsibilities to ensure responsive management of resources and maintenance of environmental quality which are consistent with government objectives.
5. Provides expert advice on the GNWT's procedural and decision-making responsibilities in relation to areas of the Directors responsibilities.
6. Oversees consultations on areas within the Directors responsibilities with other levels of government and directs the analyses and reconciliation of the views and concerns of those consulted with GNWT policy on areas.
7. Represents the GNWT at the territorial, inter-jurisdictional, national and international levels.
8. Collaborates and maintain strong partnerships and intergovernmental relationships with Indigenous Federal, Provincial, Territorial, and Municipal Governments, co-management boards, and community leadership on matters of common interest with respect to areas of the director's responsibilities. This collaboration includes taking into account accumulated historical information and Traditional Knowledge
9. Provides executive support and expertise in the overall management of the department through involvement in the development of business plans, main estimates, transition planning and program and service development and delivery.
10. Provides expert advice and recommendations on matters related to NWT's integrated regulatory system, especially regarding inter-jurisdictional roles and responsibilities as well as the management of cumulative effects from development in the context of integrated resource planning.
11. Evaluate climate change mitigation and adaptation services to ensure they meet existing needs, and plan for future or emerging requirements, including developing processes and systems for the administration of strategies, policies, governing instruments and program with respect to climate change and ensure their consistent and appropriate implementation and delivery. Collaborates with departments, agencies and organizations to design and deliver programs that will influence, support and promote climate change programs.
12. Leads the GNWT in acquire the necessary knowledge (scientific and Indigenous) for meeting the northern interest, benefiting NWT residents and overall increasing the calibre of northern research as part of the NWT Knowledge Agenda.



13. Identifies and pursues opportunities to leverage existing funding and secure third party/external support for Divisional initiatives.
14. Fosters and maintains positive, meaningful and respectful partnerships and collaboration to advance, promote, and develop the Division's initiatives.
15. Oversees and identifies opportunities for training and capacity building within the department and with external clients, with respect to Divisional initiatives.
16. Oversees the development and implementation of a multi-media communications strategy and its dissemination across the geographically dispersed stakeholder community.
17. Plans and directs the work of the Division to ensure that approved objectives and budgets are met in an effective manner consistent with the operational policies and procedures of the Department and GNWT.
18. Participates constructively in the senior management team of the Department and for contributes to the senior leadership of the Department.

WORKING CONDITIONS

Physical Demands

No unusual demands.

Environmental Conditions

No unusual conditions.

Sensory Demands

No unusual demands.

Mental Demands

This position encounters shifting priorities and tight deadlines, working with confidential and politically sensitive information.

The incumbent is required to travel approximately once per month, 3 to 4 days at a time.

KNOWLEDGE, SKILLS AND ABILITIES

- Ability to quickly understand and appreciate issues of a political nature that may affect the GNWT.
- Extensive knowledge of climate change related impacts and adaptation mechanisms.



- Extensive knowledge of the governance framework in the NWT, NWT cultural and physical geography, as well as innovative and effective integrated environmental stewardship approaches.
- Understanding and appreciation of broad context of inter-disciplinary issues, opportunities and constraints.
- Professional qualifications in scientific associations and post-degree training through seminars, and short courses.
- Ability to advise on and apply a range of strategic, analytical and management methods and approaches to support integrated resource management interests of the Department, the GNWT and its partners.
- Ability to work effectively with multiple people involved in division issues, such as personnel within the GNWT, federal and Indigenous governments, communities, environment and industry organizations, academia and others.
- Ability to form partnerships and maintain longstanding relationships which contribute to the successful implementation of programs and services.
- Ability to effectively communicate (verbally and in writing) with professionals and specialists in other related disciplines, including colleagues, politicians and the public in one on one and in large group settings.
- Ability to pay attention to detail.
- Ability to act on collaborative opportunities effectively.
- Ability to think strategically, using experiential judgment as well as the analysis and synthesis of multiple concepts and priorities.
- Ability to take broad direction, setting priorities to maintain strategic initiatives of the Division, coordinating many projects.
- Ability to work under pressure and in emotionally charged environments.
- Ability to apply Crown consultation and engagement requirements.
- Ability to commit to actively upholding and consistently practicing personal diversity, inclusion, and cultural awareness, as well as safety and sensitivity approaches in the workplace.

Typically, the above qualifications would be attained by:

Completion of a graduate degree in scientific or environmental management field, plus ten (10) years of progressive managerial experience, including a minimum of five (5) years as a manager responsible for strategy, policy development or research and monitoring.

Equivalent combinations of education and experience will be considered.

ADDITIONAL REQUIREMENTS

Position Security (check one)

- ☐ No criminal records check required

- ☒ Position of Trust – criminal records check required
- ☐ Highly sensitive position – requires verification of identity and a criminal records check

French language (check one if applicable)

- ☐ French required (must identify required level below)
 - Level required for this Designated Position is:
 - ORAL EXPRESSION AND COMPREHENSION
 - Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐
 - READING COMPREHENSION:
 - Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐
 - WRITING SKILLS:
 - Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐
- ☐ French preferred

Indigenous language: Select Language

- ☐ Required
- ☐ Preferred