



## **IDENTIFICATION**

<b>Department</b>	<b>Position Title</b>	
Environment and Climate Change	Director, Land Use and Sustainability	
<b>Position Number</b>	<b>Community</b>	<b>Division/Region</b>
23-14599	Yellowknife	HQ

## **PURPOSE OF THE POSITION**

The Director of Land Use and Sustainability is responsible and accountable for the provision of strategic direction and general oversight in the development and implementation of Government of the Northwest Territories (GNWT) legislation, regulations, strategic initiatives, policies, guidelines, and procedures to manage NWT Lands planning and coordination. This includes providing direction and general oversight to the Development Assessment Branch and the Land Use Planning & Sustainability Branch of the Department.

## **SCOPE**

The Director is located in Yellowknife and reports to the Assistant Deputy Minister (ADM), Policy, Legislation, Evaluation and Communications. This position provides direction and oversight in the implementation of strategic initiatives, including Northern Lands-Northern Leadership and the Land Use Sustainability Framework, through policies and procedures that guide the use and development of NWT lands and resources. This position is the Lead/Chair for the Managing This Land Directors' Committee.

The Department of Environment and Climate Change (ECC) is mandated to promote and support the sustainable use and development of land and 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, water, and 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 as a whole is decentralized. Headquarters directors are responsible for developing territorial policies and strategies; participating in departmental resource allocation; participating in monitoring and evaluating program delivery; providing expert advice and support to regions; representing territorial interests at the national and international levels.

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 *Commissioner's Land Act and Regulations*; *Territorial Lands Act and Regulations*; *Canada Mining Regulations*; *the Area Development Act*; and *the Mackenzie Valley Resource Management Act and Regulations*; *Canada Environmental Assessment Act*; *Species at Risk Act*; as well as the settled Lands, Resources and Self-government Agreements within the NWT; Interim Measures Agreements; Interim Land Withdrawals; Devolution Final Agreement; Respect, Recognition, Responsibility; Land Use Sustainability Framework; Northern Lands - Northern Leadership; GNWT Ecological Representation Network Plan; Sustainable Development Policy (GNWT and Canada); Mineral Development Strategy; Economic Opportunity Strategy; Water Stewardship Strategy; Land Pricing Policy; the Land Lease Only Policy; the Municipal Lands Policy; the Sustainable Development Policy and the Recreational Leasing Policy.

Key to success of this position is providing direction and oversight in the implementation of the Northwest Territories Land Use and Sustainability Framework (LUSF). The LUSF is intended to guide GNWT decisions with respect to the use and management of public lands and places emphasis on strengthening partnerships with Federal and Aboriginal governments, the public, industry, NGOs and other stakeholders with an interest in managing NWT public lands and resources. The incumbent must ensure the integrated implementation of strategic directions for GNWT decisions with respect to land use and land management.

Another key to success of this position is leading the development and coordination of departmental positions and actions with respect to land use and development projects and the management of a neutral consensus building process between GNWT departments in a number of areas including development assessment, coordination of surface and sub- surface tenure, land use planning, Parks planning and coordination, and sustainability management.

The position also directs and oversees the development and implementation of land use plans; coordination of surface and sub-surface tenure; coordination of Parks and conservation areas; and coordination of the environmental assessment process. A key role of the position is to lead departmental efforts in building consensus amongst different stakeholders on all matters related to land use and development.



The incumbent must promote the further strategic direction of the Department within the GNWT by providing support and strategic direction to the Assistant Deputy Minister and Deputy Minister in his role as Chair of the MTL DMs Committee as well as the Premier as Chair of the MTL Committee of Cabinet.

The Director's leadership and management responsibilities demand a progressive and creative leadership approach, including the clear articulation and reiteration 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 9 indirect)
- Compensation & Benefits (\$2.423M)
- Operations & Maintenance (\$919,000)
- Grants & Contributions (\$355,000)
- Capital (\$0)

#### **RESPONSIBILITIES**

1. Upholds and consistently practicing 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 ADM'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. Directs and oversees the implementation of strategic initiatives, including Northern Lands-Northern Leadership and the Land Use Sustainability Framework, through policies and procedures that guide the use and development of NWT lands and resources.
11. Acts as the Lead/Chair for the Managing This Land Directors' Committee. The Chair is required to attend MTL DMs to provide support and advice on behalf of the Directors to DMs.
12. Participates in the amalgamation of Commissioner's Land and Territorial Land legislation, regulations, and policies to ensure the development of a cohesive and integrated land management approach across the following areas: sustainability planning; land use and development; unauthorized use and occupancy; land valuation; land inspections and enforcement; waste site management.
13. Leads the development and coordination of departmental positions and actions with respect to land use and development projects and builds consensus between GNWT departments in a number of areas including development assessment, coordination of surface and sub-surface tenure, land use planning, Parks planning and coordination, and sustainability management.



14. Directs and oversees the fulfillment of departmental obligations with respect to Indigenous consultation required in the context of managing NWT lands and resources.
15. Provides strategic direction and oversight in the development, review, renewal, coordination, approval and enforcement of regional land use plans pursuant to Lands, Resources, and Self-Government Agreements.
16. Directs and oversees the development of departmental approaches to the management, administration, and coordination of surface and sub-surface tenures and development projects.
17. Leads the coordination of GNWT-wide input in the establishment of Federal and Territorial Parks and ensures balanced and informed decision-making guided by land use sustainability principles outlined in the LUSF.
18. Directs and oversees departmental input in the environmental assessment process and leads in building consensus across GNWT departments and the Federal government.
19. Ensures that departmental decision regarding the use and development of NWT lands and resources are informed by sound land and environmental science as well as traditional and local knowledge.
20. Directs and oversees the coordination of land withdrawals and land exchanges, as required under Interim Measures Agreements and Lands, Resources and Self-government Agreements.
21. Provides leadership and support as required to the Intergovernmental Council on Resource Management established pursuant to the Devolution Final Agreement.
22. 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.
23. 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 2-5 days per month.

### **KNOWLEDGE, SKILLS AND ABILITIES**

- Knowledge of Departmental Acts, agreements, frameworks, strategies and policies as they relate to Lands Use and Sustainability.
- Knowledge of principles and practices related to public sector management, socio-economic research and analysis, strategic analysis, policy development, evaluation and negotiation.
- Knowledge about diverse practices, processes and issues relating to the Department's mandates, roles and objective and those of co-delivery partners in GNWT Departments (e.g., ITI, ENR) and agencies.
- Knowledge of the history, culture, political and economic aspirations of Aboriginal people and other Northerners and of land rights and land use.
- Knowledge of key partners and stakeholders including industry, NGOs, Aboriginal governments, municipal governments, and federal departments.
- Effective written and verbal communication skills, including the ability to maintain professional communication in difficult circumstances.
- Ability to work to deadline and respond effectively to frequently changing deadlines.
- Ability to manage a diverse team of individuals.
- Ability to work in a highly politicized environment with competing interests.
- Ability to work effectively within a larger Senior Management Team.
- Ability to influence and persuade internal and external stakeholders.
- Ability to represent the interests of the Department before Cabinet, Cabinet Committees, Standing Committees, OM Committees and other jurisdictions.
- Ability to manage time, priorities, and stress.
- Ability to analyze and evaluate complex issues and develop suitable approaches and options for an effective delivery of the department's programs.
- 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 an undergraduate degree in public administration, business administration, political science, or a related field, and a minimum of eight years experience, including at least three years supervising the work of others, and at least three years of direct public policy related experience.

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