



## IDENTIFICATION

Department	Position Title	
Environment and Climate Change	Superintendent – Land and Water, North Slave Region	
Position Number	Community	Division/Region
23-14147	Yellowknife	North Slave Region

## PURPOSE OF THE POSITION

The Superintendent, Land and Water, North Slave Region, is accountable to the Assistant Deputy Minister, Regional Operations for developing regional strategies and plans for the delivery of all Department Programs within the functional areas comprised of water resource management, environmental protection, environmental assessment, protected areas, and management and administration of public lands at the regional and community level in a manner that is consistent with the Department's legislation and vision, and the unique needs of the North Slave Region.

A key role of this position is providing leadership, guidance and direction to the North Slave Regional Land and Water team in the execution of departmental land and water management and administration functions and responsibilities. This position is actively involved in, and part of, the decision-making process.

The position takes a lead role in establishing and maintaining strategic linkages, communication, consultation and information channels within the department as well as with other government agencies, other levels of government, and departmental clients.

The Superintendent, Land and Water, advises the Assistant Deputy Minister, Regional Operations, Deputy Minister, and Minister on a myriad of regional issues. The Superintendent also plays a critical role in supporting and advising the Assistant Deputy Minister Regional Operations in providing information for presentations, submissions and briefings to the Deputy Minister, Minister, Cabinet, Management Boards and Caucus on regional issues.



The position must provide an equitable distribution of departmental resources across the region while maximizing community and regional participation and control. As a member of the department's senior management team, the Superintendent, Land and Water, is accountable for collaborating with other Superintendents, managers and co-management organizations to monitor and evaluate the success with which programs and services contribute to achieving the Department's vision. The position plays a critical role on the Department's Senior Management Team.

### **SCOPE**

The Superintendent, Land and Water, North Slave Region, is located in Yellowknife and reports to the ADM Regional Operations, Department of Environment and Climate Change.

Key to success in this position is providing effective leadership, direction and oversight to the North Slave Regional Operations team in the execution of departmental land and water resource administration functions and responsibilities. These functions and responsibilities include the management and administration of leases and other land dispositions, management of the land use permit and quarry permit process, collection and recording of securities associated with land tenure, coordination and provision of regional input in the land withdrawal process concerning land claims and parks establishment, environmental inspections for water licences and spills, enforcement NWT public lands regulations and environmental regulations, and revenue collection.

The Mandate of the Department of Environment and Climate Change is to manage land, water, air, wildlife, and forests and lead and coordinate the Government of the Northwest Territories in understanding and adapting to a changing climate.

Land Management and Administration is considered core public good and critical infrastructure that needs to be effectively and efficiently managed. The importance of land as a core public good is articulated through the Land Use and Sustainability Framework and Northern Lands - Northern Leadership. Land provides for ecological, spiritual, cultural, recreational and economic goods and services and well as being a predominant and key driver of the NWT GDP. The Superintendent will also lead regional activities for the strategic implementation of the NWT Water Strategy.

The North Slave Region is comprised of nine communities. A major challenge for the Superintendent is balancing program delivery in a region containing significant natural resource development interests with the interests of smaller communities that are often more traditional economy based. The development of community capacity and responsibility and providing support for community based integrated resource management and resource use



decisions will be critical to success in balancing these competing interests. Further, clarification of aboriginal interests is underway through negotiations leading to an agreement between Canada and the North Slave Region First Nations. Regional input is required for GNWT participation in these negotiations.

Superintendents are responsible for developing regional strategies and plans, delivering programs, participating in resource allocation, providing expert advice and support to communities, participation in monitoring and evaluating program delivery at the community and regional level, and acting as the Department's regional representative at the territorial and national level.

The Superintendent has delivery responsibility under the following Acts and regulations administered by the Department:

- Area Development Act
- Commissioner's Land Act
- Northwest Territories' Lands Act
- Public Land Act (when brought into force)
- Environmental Protection Act
- Water Resources Agreements Act
- Waters Act

As well as territorial legislation and regulation that the Department administers, the Superintendent is also bound or restricted by a plethora of federal, territorial and municipal legislation and governing instruments that govern the manner in which some Departmental policies and programs are delivered such as the federal Mackenzie Valley Resource Management Act and territorial Evidence Act.

This position also works in a Cabinet approved policy framework by administering the Land Pricing Policy, the Land Lease Only Policy, and the Recreational Leasing Management Framework. It requires knowledge of Lands, Resources, and Self-government Negotiations and Agreements.

The management and administration of land in the NWT occurs in a unique context and is influenced by distinct social, economic and cultural factors and complex regulatory considerations. The NWT land management system features a unique land ownership structure that includes public lands, Indigenous owned settlement lands, federal lands, and private lands; a complex regulatory regime governing the use of land, water, and resources;



Lands, Resources, and Self-government Negotiations and Agreements; Aboriginal Rights and Consultation requirements.

The Superintendent, Land and Water, North Slave must possess an in-depth understanding of this distinctly northern environment within which the GNWT's land management, water resource management, and administration obligations are carried out and possess the ability to provide strategic direction and leadership that is reflective of departmental goals, objectives and priorities.

The Superintendent North Slave is located in Yellowknife and is a member of the Senior Management Team. Directly reporting to the position are Manager, Diamond Resource Management; Manager, Resource Management; Water Resource Officers; Corporate Services Officer; Lands Officer; and Land Use Advisor. The position manages a combined staff of 15 and an estimated budget of \$3.1M.

The incumbent must promote and advance the strategic direction of the Department by ensuring a clear and consistent application of departmental policies and operational guidelines at the regional level.

#### DIMENSIONS

- Reporting Positions (6 direct, and 7 indirect)
- Compensation & Benefits (\$) 2,700,000
- Operations & Maintenance (\$) 700,000
- Grants & Contributions (\$)
- Capital (\$)

The incumbent works within broad operational and policy guidelines to achieve departmental objectives. Work is planned and reviewed with the ADM, Regional Operations. One operational level below the ADM, the incumbent delivers a program which parallels those delivered by large, multi-leveled provincial agencies, and must rely on personal knowledge, experience and judgment in place of larger institutional capacity.

#### RESPONSIBILITIES

1. Uphold 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. Provides leadership, direction, and oversight in the management of land and water resource services in the North Slave Region, consistent with relevant land acts, agreements, frameworks, strategies and policies including Commissioner's Land Act and Regulations, Territorial Land Act and Regulations, Territorial Quarry Regulations, Water Resources Agreements Act, Waters Act, Mackenzie Valley Resource Management Act, Land Pricing Policy, Land Lease Only Policy, , Recreational Leasing Management Framework Policy, Land Use and Sustainability Framework, Lands Resources, and Self- Government Agreements, Devolution Final Agreement.
3. Provides leadership, direction, and management to the Regional Land and Water team in the administration, compliance and enforcement of Commissioner's Land and Territorial Land including leases, right-of-ways, licenses, permits and other dispositions.
4. Acts as the final signing authority for lease contracts and contracts for other dispositions.
5. Oversees the management and coordination of the land use permitting process and environmental screenings where the Department is the Responsible Authority under the Canadian Environmental Assessment Act.
6. Directs and manages the provision and coordination of regional input in the quarry permit process under the Commissioner's Land Act and Regulations and the Territorial Act and Regulations.
7. Ensures the establishment and maintenance of strategic linkages, communication, and information channels within the department as well as with other government agencies; other levels of government; and clients with regards to the issuance of land use permits, quarry permits, leases and other dispositions.
8. Represents the Department and North Slave Regional Operations as a member of various screening and management committees and with Indigenous governments, community representatives, other levels of government, industry, and Institutions of Public Government established pursuant to settled Lands, Resources and Self- government Agreements.
9. Directs and manages the implementation of regional operational obligations under land claim agreements and provides an operational perspective on the Department's overall implementation process.



- 10.** Directs and manages the provision and coordination of regional input in land withdrawal processes related to land claims and establishment of conservation areas.
- 11.** Oversees the identification, inventory and assessment of wastes sites on NWT public lands as well as the development of clean-up plans and related projects.
- 12.** Oversees and in complex cases participates in site inspections to investigate potential hazardous materials spills and development projects.
- 13.** Oversees and participates in complex site inspections to investigate spills and development projects. Leads site inspections for the four diamond mines located in the North Slave Region including the Dominion, Diavik, Snap Lake, and Gahcho Kue mine.
- 14.** Oversees the enforcement of legislation with respect to the use and management of land and water resources, and provides guidance to regional staff, departmental management, and the private sector on methods of conducting field inspections to ensure compliance.
- 15.** Directs and manages the review of regional standards and procedures to ensure they meet accepted standards or legislated requirements.
- 16.** Provides review and analysis of departmental policies, as well as policies of other departments and organizations to determine their adequacy or applicability to regional operations.
- 17.** Provides advice and recommendations on the development and implementation of departmental legislation, regulations, strategies, policies, guidelines, and procedures.
- 18.** Oversees the development and implementation of various regional security, occupational safety and health, and fire/emergency plans to provide for the safety and security of regional lands and water staff working in an office and field environment.
- 19.** Directs and manages the allocation of human, physical and financial resources in accordance with approved strategic and business plans and in the most cost-effective and efficient manner.

Advances the GNWT's decentralization objectives by ensuring that human resource management strategies and approaches promote regional capacity development and the provision of appropriate standards and levels of service.





## **WORKING CONDITIONS**

### **Physical Demands**

Typically, an office environment with no unusual physical demands. Occasionally, physical exertion is required in field work situations.

### **Environmental Conditions**

May be required to oversee spills and inspections and may have some exposure to chemical waste. Occasionally exposed to a variety of weather conditions in field work situations.

### **Sensory Demands**

No unusual demands.

### **Mental Demands**

This position encounters shifting priorities and tight deadlines.

## **KNOWLEDGE, SKILLS AND ABILITIES**

- Knowledge of Departmental acts, regulations, agreements, frameworks, strategies, policies and guidelines as they relate to the management and administration of NWT public lands, water resources and regional services including: Commissioner's Land Act and Regulations; Territorial Land Act and Regulations; Territorial Quarry Regulations; Water Resources Agreements Act, Waters Act, Mackenzie Valley Resource Management Act; Land Pricing Policy; Land Lease Only Policy; Municipal Lands Policy; Sustainable Development Policy; Recreational Leasing Policy; Land Use and Sustainability Framework; Lands, Resources, and Self-Government Agreements; and Devolution Final Agreement.
- Knowledge of team building and human resource management principles and practices to supervise and motivate regional lands staff.
- Knowledge of financial management principles and practices to develop and manage the regional business plan and budget.
- An understanding of GWNT financial management practices and policies to develop and manage the regional business plan and budget.
- Knowledge and broad understanding of the theories, principles and practices related to public sector management, research and analysis, policy development, land administration, land use planning, and environmental management.
- Knowledge of the history, culture, political and economic aspirations of Indigenous people and other Northerners and of land and water rights and land use.



- Knowledge of industrial and municipal practices including, but not limited to land use planning, development, transportation, economics, these factors may affect the environment, mineral exploration, water use and waste disposal, including operational constraints imposed by statute, regulation, geography, topography, climate and season.
- The ability to communicate the relevant knowledge referenced above to a lay public, specialists in other disciplines, boards, media and legal counsel.
- Knowledge and broad understanding of enforcement practices to advise subordinate staff on litigation activities and other forms of enforcement.
- Ability to lead the investigation of complex spill inspections that may require travel to remote destinations.
- Knowledge of key partners and stakeholders including industry, NGOs, Indigenous governments, municipal governments, and federal departments, their interests and key contacts among them.
- Knowledge of the principle of Canada's Constitutional s.35 consultation obligations to aboriginal peoples in order to investigate and rule on the validity of allegations of infringement of aboriginal rights.
- Problem solving skills to develop solutions to sensitive staff or external problems. These problems can range from personality conflicts to fundamental differences of professional opinion.
- The ability to manage time, priorities, and stress.
- The ability to work in a highly politicized environment.
- The ability to solve issues that relate to differences in interpretation related to legal obligations of the department to act, despite the wishes of various Indigenous groups that may be in the conflict with the Department's legal obligations.
- Knowledge of emergency response methods, techniques and practices to allow for the development and implementation of the various incident management, occupant Emergency response and business resumption plans.
- 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:**

Typically, the above qualifications would be attained by the completion of a university degree in the social sciences or a related field, plus 5 years of experience, preferably in a government environment, including 3 years of supervisory experience.

Equivalent combinations of education and experience will be considered.



### **ADDITIONAL REQUIREMENTS**

Firearms Safety Training

Certification as a Land-use, Water, and Mineral Inspector

#### **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