



IDENTIFICATION

| Department | Position Title | |
|--------------------------------|-------------------------|-----------------------------|
| Environment and Climate Change | Manager, Sustainability | |
| Position Number | Community | Division/Region |
| 23-14171 | Yellowknife | Land Use and Sustainability |

PURPOSE OF THE POSITION

The Manager, Sustainability (Manager) is responsible for providing management and oversight in the development and review, and advice to the Department and to other Government of Northwest Territories (GNWT) departments on the implementation of Departmental lands policies, and program guidelines, standards procedures related to the management, sustainable use, and administration of Territorial Land and Commissioner's Land.

SCOPE

Located in Yellowknife and reporting to the Director, Land Use and Sustainability (Director), the Manager, Sustainability is responsible for managing and administering a total budget of 1.1M plus significant financial resources for additional specific projects and overseeing three (3) direct reports.

A key aspect of this position is the provision of management and oversight in the provision of advice on the implementation of strategic initiatives, including Northern Lands, Northern Leadership, and the Land Use Sustainability Framework (LUSF), through plans, policies and procedures that guide the use and development of Northwest Territories (NWT) public lands and resources.

The Manager works within a legislative framework which includes the *Commissioner's Land Act and Regulations*; *Northwest Territories Lands Act and Regulations*; *Canada Mining Regulations*; *the Area Development Act*; *Planning Act*; *Mackenzie Valley Resource Management Act and Regulations*; *Canada Environmental Assessment Act*; *Surface Rights Board 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; and the Recreational Leasing Management Framework.

It is important to understand that the Department of Environment and Climate Change (ECC) provides a central agency function within the GNWT given the cross-departmental and cross-governmental implications of land management and land use activities. The GNWT is both a landowner and a significant land manager that needs to balance the interest of multiple stakeholders and interested parties. This is politically challenging and immensely complex; so much so that the GNWT decided to create the Department of ECC. Central to the department and where the policy framework is developed to support the Department, is within the Sustainability Unit. It is here that the framework, policies, and procedure for the management of over 1 million square kilometers of land will be developed.

Land management and administration is considered a core public good and critical infrastructure that needs to be effectively and efficiently managed. In addition, it is important to highlight that land provides for ecological, spiritual, cultural, recreational, and economic goods and services as well as being a predominant and key driver of the NWT GDP. As such, it is critical that lands are managed efficiently and effectively to maximize the benefits to the people of the NWT. At times, this will be challenging especially when dealing with diametrically opposed philosophical slants and competing interests related to the debate between development and conservation.

It is further complicated by the unique land ownership dynamics within the NWT as well as the geo-political circumstances related to Indigenous self-government. Land is sacred to Indigenous peoples and as significant landowners; they demand a prominent role in the management of the land and resources of the NWT. Some of this role is spelled out in constitutionally entrenched Lands, Resources and Self-government Agreements and the institutions of public government where they have guaranteed participation including Land and Water Boards, Wildlife Boards, Environmental Impact Review Boards and Land Use Planning Boards. This management approach is further defined by the establishment of an Intergovernmental Council on Resource Management under the Devolution Final Agreement where Indigenous governments and the GNWT will work together as landowners for the purpose of coordinating the management of land and resources in the NWT.

All of this is in an environment with both settled and unsettled Lands, Resources and Self-government Agreements. Also, the operating environment includes some Indigenous governments not accepting that the GNWT has a legitimate right to own or manage the lands of the NWT. This means the GNWT, and especially the Department of Environment and Climate Change (ECC), must operate with full respect and recognition of Indigenous



rights and knowledgeable of their constitutional obligations to consult and/or their duty to accommodate while under the always present threat of legal action.

The Manager is responsible for the provision of management and oversight in the implementation of strategic initiatives, including Northern Lands-Northern Leadership and the Land Use Sustainably Framework (LUSF), through plans, policies and procedures that guide the use and management NWT public lands and resources. The LUSF is intended to facilitate balanced decision-making with respect development and conservation, and emphasizes strengthening partnerships with Federal and Indigenous governments, the public, industry, NGOs, and other stakeholders.

The Manager is responsible for providing planning, management and oversight in the development, review, and implementation of lands policies such as those related to land pricing, recreational leasing, and unauthorized occupancy, as well as operational policies, standards, guidelines, and procedures related to the management and administration of Territorial Land and Commissioner's Land. Part of the challenge and responsibility of the position will be assisting with the amalgamation of the Territorial Land and Commissioner's Land management and administration framework, including relevant legislation, policies, systems, and procedures.

The Manager plays a key role in ensuring that all Departmental plans, policies, and strategic initiatives are consistent with broader GNWT interests and priorities, including those identified by the Executive Council and the Financial Management Board. The position provides strategic advice to the Director of Land use and Sustainability on various issues related to the management of NWT public lands and resources.

The Manager provides management and oversight to divisional staff in the preparation of support materials for the Minister such as briefing notes, presentations, memoranda, and communication materials for sessions of the Legislative Assembly; briefing materials specific to policy or legislative changes or proposals; and support to the Intergovernmental Council on Land and Resources pursuant to the Devolution Final Agreement.

Finally, the Manager acts as a representative of the Department on matters related to the management of NWT public lands and resources including at senior levels across government, with Indigenous governments, community representatives, other levels of government, industry CEOs, and Institutions of Public Government established pursuant to settled Lands, Resources and Self-government Agreements.

The incumbent works with colleagues from territorial, federal, and Indigenous parties both internal and external to the Department, technical advisors to the boards or panels, resource management or planning boards established under Indigenous claims



settlements, boards established under other jurisdictions, and interested public including communities, industry, and third parties. The incumbent exchanges information and expertise, collaborates with others in the development of submissions, participates in task teams/working groups, ensures coordinated and complementary efforts, provides expert advice, and supports, makes oral presentations, represents NWT interests, and acts as consultant on GNWT positions taken during public hearings. This is done on a frequent or regular basis and either in person, writing, or by phone or by designating responsibilities to subordinates.

The key to success of this position will be effectively facilitating neutral consensus building between GNWT departments, other levels of government, Indigenous groups, industry, and the public, in matters related to the sustainable use and management of NWT public lands.

RESPONSIBILITIES

- 1. Manages 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. Develops new policies and/or programs that may be required to achieve strategic direction and establishes clear priorities for implementation.**
- 2. Provides management and oversight in the development, review, amendment, and implementation of GNWT land policies as well as program policies, guidelines, standards procedures related to the management, administration, and sustainable use of Territorial Land and Commissioner's Land.**
- 3. Oversees the provision of specialist expertise in a timely and effective manner on initiatives related to land use planning to the Director of Land Use and Sustainability and senior management including the DM and ADM, as well as GNWT's Managing This Land committees and working groups.**
- 4. Responsible for ensuring GNWT obligations regarding regional land use plans are fulfilled in a timely and effective manner consistent with GNWT policy, legislation, and priorities.**
- 5. Represents the Department on matters related to the management of NWT public lands and resources including at senior levels across government, with Indigenous governments, community representatives, other levels of government, industry CEOs, and Institutions of Public Government established pursuant to settled Lands, Resources and Self-government Agreements.**
- 6. Provides strategic advice to the Director, Land Use and Sustainability on various issues related to the management of NWT public land and resources.**



7. **Plans, manages, and oversees the preparation of support materials for the Minister such as briefing notes, presentations, memoranda, and communication materials for sessions of the Legislative Assembly; briefing materials specific to policy or legislative changes or proposals; and support to the Intergovernmental Council on Land and Resources pursuant to the Devolution Final Agreement.**
8. **Coordinates and oversees Departmental input into GNWT waste site remediation projects including developing criteria for identifying priority sites requiring remediation and returning sites to productive use.**
9. **Provides Divisional input into land withdrawal and land exchange processes, as required under Interim Measures Agreements and Lands, Resources and Self-government Agreements.**
10. **Provides horizontal, cross-cutting advice to internal/external clients, stakeholders, colleagues, and senior management on Department/Division programs on matters related to the management, sustainable use and administration of Territorial Land and Commissioner's Land. The information influences decisions on a wide range of resource and land management issues as well as sustainable development and conservations planning activities.**
11. **Supports the development and maintenance of positive relationships and consensus building with DOL Divisions, other GNWT Departments, Indigenous groups, industry, and the public; and acts to mediate and diffuse potential conflict related land and resource management issues. Ensures the fulfillment of departmental obligations with respect to Indigenous consultation required in the context of managing NWT lands and resources.**
12. **Manages staff and financial resources for the Sustainability Unit.**
 - Develops objectives and performance indicators for the Unit including individual staff goals, ensuring they are complimentary to the Division's goals and objectives.
 - Provides positive leadership and advice to Unit staff.
 - Encourages employee development through performance appraisals, training plans, and professional development opportunities.
 - Participates as a member of the Divisional management team in planning the short- and long-term objectives for the Division;
 - Manages the annual budget for the unit 1.1M and projects future budget requirements, including significant project specific funds (i.e., regional land use planning initiatives).



WORKING CONDITIONS

Physical Demands

No unusual demands.

Environmental Conditions

No unusual demands.

Sensory Demands

No unusual demands.

Mental Demands

This position is subject to high levels of stress related to multitasking, dealing with confidential and politically sensitive information, and working to tight deadlines daily.

KNOWLEDGE, SKILLS, AND ABILITIES

- Knowledge of Departmental Acts, agreements, frameworks, strategies and policies as they relate to the management, sustainable use, and administration of NWT public lands including the Northwest Territories Lands Act and Regulations, Commissioner's Land Act and Regulations; Mackenzie Valley Resource Management Act, Canadian Environmental Assessment Act; Canadian Mining Regulations; Area Development Act; Planning Act; Species at Risk Act; Settled Lands; Resources and Self-Government Agreements; Interim Measures Agreements; Interim Land Withdrawals; Respect Recognition, Responsibility; Devolution Final Agreement; 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; Lease Only Policy; and Land Pricing Policy.
- 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) and agencies.
- Knowledge of international initiatives, strategies, and conventions (e.g., American and Canadian Planning Associations) to take advantage of current planning practice as it relates to resource and land management, sustainable development and conservations planning.
- Knowledge of the history, culture, political and economic aspirations of Indigenous people and other Northerners and of land rights and land use.



- Knowledge of key partners and stakeholders including industry, NGOs, Indigenous governments, municipal governments, and federal departments.
- Verbal communication skills to exchange information, make public presentations, and negotiate the final content of submissions or interventions with others having competing interests.
- Written communication skills to write interventions or submissions for lay and technical audiences or edit the work of others.
- Ability to represent the interests of the Department before Cabinet, Cabinet Committees, Standing Committees, Deputy Minister (DM) Committees and other jurisdictions.
- Ability to analyze and evaluate complex issues and develop suitable approaches and options for an effective delivery of the department's programs.
- Ability to work to deadlines and respond effectively to frequently changing deadlines.
- Ability to work in a highly politicized environment with competing interests.
- Ability to influence and persuade internal and external stakeholders.
- Ability to manage time, priorities, and stress.
- Ability to work to deadlines and respond effectively to frequently changing deadlines.
- Ability to manage a diverse team of individuals.
- Ability to work effectively within a larger Senior Management Team
- 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:

A Graduate Degree in Natural Resource Management, Environmental Studies, Environmental Science, Planning, Geography, Economics or similar relevant disciplines along with five (5) years of experience in planning or legislative and policy analysis and development, and project management, including at least one (1) year supervising the work of others.

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