



IDENTIFICATION

Department	Position Title	
Environment and Climate Change	Director, Water Monitoring and Stewardship	
Position Number	Community	Division/Region
23-14234	Yellowknife	HQ

PURPOSE OF THE POSITION

The Director, Water Monitoring and Stewardship (Director) is responsible for providing overall leadership and strategic advice on all legislation, regulations, policies, programs and services in relation to the management of freshwater water resources, including responsibilities for water stewardship and government lead water quantity and availability assessments and aquatic quality and biological monitoring in the Northwest Territories (NWT). The Director leads this work 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 Director ensures that the Department of Environment and Climate Change (ECC) and the GNWT meet their interdepartmental, inter-governmental, and interagency obligations related to water and aquatic monitoring and water stewardship in an integrated and timely manner.

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 *Waters Act and Regulations*; *Water Resources Agreements Act*; *Environmental Rights Act*; *Environmental Protection Act and Regulations*; as well as the settled Lands, Resources and Self-government Agreements within the NWT; Sustainable Development Policy; Devolution Final Agreement; NWT Water Stewardship Strategy and Action Plan; Knowledge Agenda; Traditional Knowledge Policy and Climate Change Strategic Framework and Action Plan.

The Director's areas of primary responsibility include leading watershed management; leading the negotiation, establishment, and management of bilateral water management agreements with neighbouring jurisdictions; supporting the development of water-related legislative and regulatory amendments; developing science- and Indigenous knowledge-based water-related programing, policies and studies; and, monitoring the impact of natural and anthropogenic factors within and outside of the territory that have the potential to affect the quality, quantity, flow and safety of freshwater water resources in the NWT. The Director is accountable for the dissemination of water-related data within the department and externally to other territorial departments federal departments, Indigenous governments and Indigenous organizations, NWT communities and the public.

The Director is accountable for developing and implementing strategies, policies and programs related to the protection, conservation and enhancement of the environment in the following areas:

- Water stewardship
- Water research, monitoring, assessment, data storage and dissemination
- Water programs and partnerships, including Community Based Monitoring
- Transboundary water management

These broad program areas can significantly affect various GNWT departments and all levels of governments. The Director directly, and very significantly, leads the process and planned evolution of these program areas. This must be accomplished with careful consideration of the GNWT's broader objectives in relation to economic and community development and in a manner that recognizes the GNWT's fiscal position and legislative mandate.

The Director regularly participates in major interdivisional and interdepartmental initiatives as a member of the Department's Executive Committee including providing advice to the



Assistant Deputy Minister, the Deputy Minister, the Minister and Legislative Assembly committees. The incumbent must work with others to develop strategies and approaches for supporting broader GNWT and departmental objectives while ensuring the departmental mandate pertaining to water resources is maintained. This includes the provision of advice to other territorial departments and agencies and assisting in the development of programs, strategies and positions to support these GNWT program initiatives.

The Director is frequently called on to represent the interests and position of the GNWT and the Department in federal/provincial/territorial forums amongst other government departments and agencies, Indigenous governments, special interest groups and industry representatives on matters related to conservation.

The Director also represents GNWT interests in a wide range of committees and working groups related to water resources. These forums deal with developing and implementing Canada-wide, pan-territorial, pan-arctic or global programs to collectively and collaboratively take action on relevant environmental issues. The Director must ensure that the unique governance and capacity issues of the NWT are appropriately reflected in these national and international initiatives and support territorial goals and objectives as established by the Legislative Assembly.

Partnerships are fundamental to the initiatives under this Division and the position must nurture interagency and multi-party collaborative relationships routinely. The incumbent works closely with GNWT departments, federal government departments, Indigenous governments, regional and national organizations, academia and non-government organizations. The Director must consider broad GNWT interests and integrate these into strategic water stewardship initiatives of the department.

The Director ensures the specialized expertise of Divisional staff is effectively allocated to various complex tasks, projects, and committees often organized by other departments, agencies and stakeholders. The Director is required to effectively manage financial and human resources by developing budgets, assigning priorities in a changing environment, approving work plans, and motivating staff and ensuring their adherence to GNWT policies and directives.

It is in this complex operating environment that the Director leads a science-based Division focused on providing expert advice, scientific research, and policy coordination to clients across the NWT. The position provides the departmental focal point in the NWT for science-based environmental advice and water management to meet demands generated by the rapid pace of growth in the NWT.

The Director is also responsible for overseeing the operations of the Taiga Environmental Laboratory (TEL). The TEL is the only full-service environmental analytical laboratory in northern Canada. The TEL performs a wide range of chemical, molecular, and microbiological



analyses on water (fresh water, groundwater, drinking water, industrial effluents, and sewage). It is accredited by the Canadian Association for Laboratory Accreditation (CALA) and the scope of accreditation includes 248 individual parameters in four distinct sections: Inorganic, Organic, Trace Metals and Molecular/Microbiology. In addition to standard services, the TEL offers a variety of specialized services including rush sample services, scientific training, the review of QA/QC plans for regulatory permits, and public education.

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 governmental 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 (6 direct, and 31 indirect – 37 Total)

Compensation & Benefits \$5.0 M

Operations & Maintenance \$4.0 M

Grants & Contributions \$600 K

RESPONSIBILITIES

1. Upholds and consistently practices personal diversity, inclusion, and cultural awareness, as well as safety and sensitivity approaches in the workplace. Practices and ensures 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 water monitoring, water science, water-related traditional and local knowledge shared by knowledge holders, water stewardship and transboundary water management.



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 water monitoring, water science, research, stewardship, policy and governance.
6. Oversees consultations on areas within the Director's responsibilities with other levels of government and directs the analyses and reconciliation of the views and concerns of those consulted with on water policy, stewardship, governance, decision-making and transboundary water management.
7. Represents the GNWT at the territorial, inter-jurisdictional, national and international levels.
8. Collaborates and maintains 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 Division and participates in the development of business plans, main estimates, transition planning and program and service development and delivery.
10. Ensures water stewardship interests are promoted and that an ecosystem-based integrated approach to watershed management is enabled for the NWT, including through leading the negotiation and implementation of transboundary water agreements, supporting community-based monitoring and community public water supply source protection plans.
11. Leverages and maintains existing partnerships to enhance water stewardship, ensuring collaboration and cooperation among related divisions within ECC, the GNWT and external agencies.
12. Promotes and facilitates an understanding of aquatic ecosystems and land/water interfaces of importance to the people of the NWT, Canada, and the world, ensuring both scientific and Traditional Knowledge have opportunities to contribute to these understandings for the benefit of NWT residents.



13. Provides oversight to the management and operations of Taiga Environmental Laboratory in performing both organic and inorganic chemical analyses of water, industrial effluent, sewage and soil. In addition to ensure a standard of service and professionalism in services delivered, quality assurance/quality control assessments, scientific training and public outreach and education about water.
14. Oversees the development and provision of expert advice on initiatives related to water and aquatic health monitoring and reporting.
15. Identifies and pursues opportunities to leverage existing funding and secure third party/external support for divisional initiatives.
16. Fosters and maintains positive, meaningful and respectful partnerships and collaboration to advance, promote, and develop the Division's initiatives.
17. Oversees and identifies opportunities for training and capacity building within the department and with external partners and clients, with respect to divisional initiatives.
18. Oversees the development and implementation of a multi-media communications strategy and its dissemination across the geographically dispersed stakeholder community.
19. 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.
20. 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 works to tight deadlines and frequently changing priorities. The incumbent is required to travel approximately 6 times per year, approximately 3 to 4 days at a time per occurrence.

KNOWLEDGE, SKILLS AND ABILITIES

- Thorough knowledge of scientific principles in water quality, water quantity, hydrogeology, ecology, and toxicology.
- Knowledge of both natural and human influences on water and aquatic ecosystems.
- Extensive knowledge of innovative and effective integrated water stewardship approaches, such as ecosystem-based management and integrated watershed management.
- Knowledge and understanding of the broader context of inter-disciplinary issues, opportunities and constraints; ability to recognize challenges and opportunities and take appropriate and effective action.
- Knowledge of legislation relevant to environmental management and resource development in the NWT.
- Knowledge of Land, Resource and or Self-government Agreements in the NWT.
- Thorough knowledge and understanding of financial planning and administration systems in a public service context.
- Ability to work effectively with multiple people involved in water management, including within the GNWT, federal and Indigenous governments, communities, environment and industry organizations, academia and others, some of whom have opposing or different interests, and who have a wide range of environmental knowledge.
- Ability to apply Crown consultation and engagement requirements, effectively negotiate, and demonstrate strategy, policy and program development skills.
- 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 large group settings.
- Ability to maintain professional communications in difficult circumstances; effective listening skills, including the ability to discern and interpret non-verbal communication signals; and the ability to work effectively with the public media.
- Ability to take broad direction, setting priorities to maintain strategic initiatives of the Division, coordinating many projects.
- Ability to think strategically and systemically, using experiential judgment as well as the analysis and synthesis of multiple concepts and priorities.
- Ability to advise on and apply a range of strategic, analytical and management methods and approaches to support integrated water management interests of the Department, the GNWT and its partners.



- Ability to assess and evaluate scientific research proposals and program funding proposals and applications; ability to manage a large and complex budget and specialized funds.
- Ability to work under pressure and in emotionally charged environments.
- Ability to effectively manage a diverse team of professionals.
- 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 or equivalent in a relevant scientific discipline, plus ten (10) years of progressive experience including five (5) years of management experience.

Equivalent combinations of education and experience may 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