



IDENTIFICATION

Department	Position Title	
Environment and Climate Change	Manager, NWT Cumulative Impact Monitoring Program	
Position Number	Community	Division/Region
23-14280	Yellowknife	Climate Change, Cumulative Impacts and Knowledge/HQ

PURPOSE OF THE POSITION

The Manager, Northwest Territories Cumulative Impact Monitoring Program (NWT CIMP) is responsible for leading the implementation, coordination and evolution of NWT CIMP, the Cumulative Impact Monitoring Framework, the facilitation of the NWT Environmental Audit and providing authoritative scientific and strategic advice regarding cumulative impacts in the Northwest Territories.

The incumbent provides expert advice and works in collaboration with federal and territorial government departments, Indigenous governments and Indigenous organizations, environmental and regulatory agencies, co-management boards, academia and communities to develop monitoring and research, and assessments needed to monitor and predict cumulative impacts in the NWT to better inform resource management decisions and meet the Government of the Northwest Territories' legislated responsibilities.

SCOPE

The Manager is located in Yellowknife and reports to the Director, Climate Change, Cumulative Impacts and Knowledge. The Manager is responsible for leading the development, coordination, and implementation of the NWT CIMP through design and conduct of scientific and Traditional Knowledge studies and production of scientific reports, and technical and plain language publications, leadership of internal/external science specialists and community partners, and the provision of advice and consulting services.

The Department of Environment and Climate Change (ECC) works to promote and support the sustainable use and development of natural resources and to protect, conserve and enhance NWT environments for the social and economic benefit of all residents.



The Climate Change, Cumulative Impact, and Knowledge (CCIK) Division coordinates climate change action in the Government of the Northwest Territories (GNWT), leads the implementation of the GNWT's Knowledge Agenda, and fulfills ECC's regulatory obligations to monitor cumulative environmental impacts and facilitate the NWT Environmental Audit which assesses the effectiveness of the regulatory regime in the Mackenzie Valley and the quality of environmental information and processes related to monitoring cumulative impacts.

NWT CIMP is mandated to understand cumulative impacts and trends by conducting and funding the collection, analysis and reporting of monitoring and research to understand regional environmental trends. NWT CIMP defines cumulative impacts as changes in the environment from combinations of human activities and natural processes occurring across the landscape and over time. Cumulative impacts may have additive, synergistic or antagonistic effects. These impacts can be difficult to predict and manage due to inadequate environmental baseline data, complex ecological processes, and the large scale at which human development occurs.

In conducting this work and implementing the program, NWT CIMP is guided by the NWT CIMP Steering Committee (the Committee) to ensure that the program meets the needs of its partners. The Committee is composed of representatives of Indigenous, territorial, and federal governments and co-management boards. In practice, NWT CIMP works closely and engages with the Committee, NWT Indigenous governments and Indigenous organizations, communities, regulators, co-management boards, government decision makers, academic researchers, and residents to:

- Understand and identify key cumulative impact monitoring and research knowledge gaps and priorities that decision-makers need filled.
- Conduct and fund cumulative impact monitoring and research initiatives and projects.
- Provide reliable cumulative impact information to communities and decision makers; and
- Facilitate the NWT Environmental Audit

It is critical that Traditional Knowledge factors significantly into the development and implementation of monitoring initiatives and research projects. The Manager must ensure the integration of science and Traditional Knowledge in the work of the unit.

The Manager works within a legislative, regulatory and policy framework, fulfilling GNWT's legislated responsibilities under Part 6 of the *Mackenzie Valley Resource Management Act* (MVRMA), the Gwich'in and Sahtú land claim agreements, and the Tłı̨chǫ land claim and self-government agreement to monitor environmental cumulative impacts, to understand regional environmental trends, and to facilitate the independent audit of the environmental regulatory system.



The Manager works collaboratively with colleagues within ECC, particularly other divisions with monitoring and management of natural resources, impact assessment and socio-environmental responsibilities. The Manager works collaboratively with GNWT colleagues in other departments who have cumulative impact responsibilities, conduct environmental monitoring and are involved with the NWT Environmental Audit. The Manager regularly works with external partners (e.g., Indigenous governments and Indigenous organizations, federal government departments including Fisheries and Oceans & Environment and Climate Change Canada, Land and Water Boards of the Mackenzie Valley, the Mackenzie Valley Environmental Impact Review Board, Renewable Resources Boards, Land Use Planning Boards, non-government organizations & academia).

The Manager is responsible for conceptualizing and directing NWT CIMP and environmental science and Traditional Knowledge monitoring initiatives and research projects. This includes working with Indigenous land management organizations and governments in developing monitoring and research initiatives; guidance to departmental science and social science staff in the development and implementation of monitoring and research, soliciting and negotiating collaborative projects with Indigenous governments and Indigenous organizations; establishing internal administrative and management policies with respect to environmental and Traditional Knowledge monitoring and research; and/or directing the development of departmental environmental monitoring and research, and facilitating Indigenous-led monitoring, research and reporting, including Traditional Knowledge.

The Manager provides analysis, evidence and advice to co-management boards to inform their decision-making processes, informing Environmental Assessments and Land Use Permits and Water Licences, respectively. The Manager works collaboratively with these Boards to ensure the compatible collection of data required to assess cumulative impacts through the development of guidelines and the collection of landscape disturbance data.

The Manager represents the GNWT on the Canadian Council of Ministers of the Environment (CCME) Cumulative Effects Network, the NWT CIMP Steering Committee, the NWT Environmental Audit Steering Committee and liaises with external organizations.

The Manager exercises scientific and financial authority over departmental physical and financial resources, establishes collaborative arrangements with program partners, develops work statements and directs activities of contractors or other partnered resources. This position oversees the work of 9 NWT CIMP unit staff and activities, manages all human resources activities, and communicates internally with employees regarding unit direction and operations.

NWT CIMP receives an annual budget of over \$3,000,000 million (M). The Manager is responsible for the wise use of these financial resources, including overseeing an annual



funding cycle that results in approximately \$1.7M dollars being allocated to cumulative impact monitoring and research in the NWT.

The Manager has a significant amount of latitude provided that the policies, guidelines & interests of the GNWT and ECC are upheld. Sound judgment, diplomacy and tact are required in interactions with partners and when speaking on behalf of the GNWT.

RESPONSIBILITIES

1. Leads the development and implementation of the NWT CIMP and the Cumulative Impact Monitoring Framework.

- Leads the design and implementation of departmental cumulative impact monitoring programs, initiatives, frameworks, methods and tools, and the conduct of monitoring studies and scientific research projects on baseline environmental conditions and project related influences.
- Oversees the development of monitoring objectives, frameworks and strategies and the coordination with other departmental and agency environmental programs towards development of an integrated environmental monitoring system for the NWT.
- Represents ECC and GNWT when engaging with the NWT CIMP Steering Committee to solicit program guidance, development areas, funding allocations, and operational work plans.
- Leads the collection, tracking, and evaluation of data based on best practice guidelines, standards, process reviews, and policy changes to analyze and identify territorial, regional and program specific issues.
- Directs the annual NWT CIMP funding process; leads and coordinates internal and external evaluation of project proposals and communication of funding decisions and project design modifications to better meet decision-maker and community needs.
- Ensures the compilation, analysis, synthesis, interpretation and communication of northern environmental data from monitoring programs, and reviews program outputs and assessment of overall performance; Communicates monitoring and research results to decision-makers, communities and the public.
- Ensures the analysis of trends; Reviews, contributes to and presents comprehensive, authoritative reports and scientific publications on a) design and implementation of northern monitoring programs: and b) findings of the monitoring programs and scientific studies for environmental decision-making and reporting on the state of the environment.

2. Supports the Department's engagement in Environmental Impact Assessment and regulatory hearings, land use planning and land claim negotiations and facilitates the independent NWT Environmental Audit.



- Facilitates the independent NWT Environmental Audit, including evaluating the success of previous NWT Environmental Audits, and facilitates multi-departmental awareness and progress towards meeting GNWT's public commitments in these reports; provides expert advice in setting departmental priorities in anticipation of the next audit; Represents ECC and GNWT in engagement with the Audit Steering Committee.
- Analyzes information from resource project development documents, identifies cumulative impacts, and makes recommendations to monitor and mitigate cumulative impacts.
- Develops and provides recommendations associated with resource development projects through participation on panels, government, and local land management committees and in public hearings ensuring that monitoring systems are developed to streamline the regulatory process and protect the environment.
- Liaises with regulatory agencies, co-management boards, governments, environmental consultants, project proponents and industry representatives.

3. Acts as the GNWT subject matter expert on environmental cumulative impacts and their impact on the natural environment.

- Acts as Departmental Advisor, providing advice, recommendations and subject matter expertise to the department, regulators, Indigenous governments and Indigenous organizations, co-management boards and researchers related to cumulative impacts, and cumulative impact monitoring and research results.
- Provides horizontal and cross-cutting expert advice to departmental Directors and program managers on environmental management issues and policies.
- Directs development of data management systems, access and synthesis of environmental data collected through monitoring programs.
- Reviews natural and/or social scientific literature, including Traditional Knowledge, and maintains a professional level of expertise and contacts to keep informed of advancements in cumulative impacts and field of specialization.
- Supports the development of legislation, regulation, policies and strategies.

4. Cultivates, builds and maintains relationships with Indigenous governments and Indigenous organizations, communities, key partners and individuals.

- Develops and maintains partnerships with co-management boards, Indigenous governments and Indigenous organizations, other government agencies and academia.
- Ensures collaboration with a broad range of program partners, to identify environmental concerns and ensure interest are reflected in NWT CIMP development and implementation.
- Provides ongoing advice and assistance on development, funding, coordination, implementation and results reporting for monitoring and research programs and projects.



- Works with parties to address issues. Escalates issues that cannot be addressed through collaboration.

5. Manages the human resources, financial and administrative functions of the unit to provide effective and efficient services within budgeted frameworks.

- Develops and implements annual work plans that establish short and long-term objectives and performance indicators.
- Manages human resource functions within the 9-person unit including staffing, direction setting and performance evaluations.
- Manages the annual budget for the unit and projects future budget requirements in a fiscally responsible manner and provides advice and support to negotiations with the Federal government to meet program requirements.
- Oversees contract management, including preparing terms of reference and statements of work to direct contractors.
- Provides positive leadership and advice to unit staff and encourages employee professional development.
- Supports objectives of succession planning within the unit and the Division.
- Participates as a member of the Divisional management team in planning short and long-term objectives.
- Contributes to the development and implementation of departmental Strategic, Business and Action Plans.

WORKING CONDITIONS

Physical Demands

No unusual demands.

Environmental Conditions

No unusual demands.

Sensory Demands

No unusual demands.

Mental Demands

No unusual demands.



KNOWLEDGE, SKILLS AND ABILITIES

- Knowledge of the theories, principles and practices of northern biophysical sciences including chemistry, physics, biology, hydrology, limnology, ecology, statistics, geology, hydrogeology, and climate change.
- Knowledge of different world views and developing and reporting Indigenous community knowledge and research.
- Knowledge of the *Mackenzie Valley Resource Management Act* (MVRMA) and its regulations, and natural resources management in the NWT.
- Knowledge of federal and territorial government departments; Indigenous governments and Indigenous organizations and NWT land claim agreements and the functions of the various boards of public government.
- Knowledge of departmental program objectives and requirements with respect to environmental, regulatory and land claims obligations.
- Knowledge of the techniques and practices for the collection, analysis, management and reporting of environmental data and knowledge of software programs and tools.
- Knowledge and ability to manage financial and human resources is required.
- Knowledge of arctic safety and survival.
- Analytical skills are required to compile, analyze, interpret and synthesis northern environmental data and to conceptualize and conduct monitoring research.
- Leadership, problem-solving and negotiation skills are required to foster consensus when developing cumulative impact monitoring programs with multi-party teams.
- Communication and cross-cultural skills are required to present programs, to lead negotiations, present/defend project directions to management and to represent the Department in a variety of fora.
- Ability to perform internal/external peer reviews of scientific findings and to write and prepare reports/publications directed toward a range of audiences.
- Ability to conceptualize, coordinate, conduct and communicate scientific monitoring knowledge and complex processes to a variety of audiences.
- Ability to think strategically, making linkages between initiatives that are seemingly independent of each other, develop conceptual frameworks, identify alternatives, and negotiate and implement future courses of action.
- Ability to formulate innovative and adaptive solutions.
- Ability to operate in an autonomous, flexible, discreet, and trustworthy fashion, exercising sound judgement.
- Ability to build strong relationships and work directly with people from other communities.
- Ability to adapt communication styles to multiple cultural environments (e.g., communication when following Elder protocols or cultural safety protocols).
- Ability to engage the public in a culturally appropriate manner both in writing and orally, to members of other, different communities.



- Ability to incorporate the perspectives of all members of the community in a decision-making process.
- Ability to consider diverse literacy levels across the general population when developing documents and resources.
- Ability to estimate program costs and administer budgets.
- Ability to facilitate meetings and workshops.
- Ability to develop and build positive effective external and internal relationships and partnerships.
- Ability to identify strategic direction and conceptualize scientific collaborations in cumulative impact monitoring.
- Ability to initiate, anticipate, shape and adapt to emerging opportunities.
- Ability to advocate and encourage scientific research of interest/concern to the NWT.
- Ability to deal with politically sensitive issues where a high degree of sensitivity, tact and diplomacy are required with a variety of partners.
- Skilled in teamwork with members from a variety of backgrounds and cultures.
- 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 a natural science discipline - natural resources management, environmental sciences, geography, biology, ecology, environmental studies, social science, anthropology, ethnobiology or similar relevant discipline - and four (4) years of direct, progressive experience in cumulative impact monitoring, and project management.

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