



## IDENTIFICATION

Department	Position Title	
Environment and Climate Change	Transboundary Implementation Advisor	
Position Number	Community	Division/Region
23-16444	Yellowknife	Water Monitoring and Stewardship/HQ

## PURPOSE OF THE POSITION

The Transboundary Implementation Advisor (Advisor) acts as a technical and water governance advisor that coordinates the transboundary team, including negotiators and water scientists and specialists, to negotiate, consult on and implement the Northwest Territories' (NWT) transboundary water management agreements. Routinely, the incumbent provides expert advice on transboundary water agreement approaches to Department of Environment and Climate Change (ECC) senior management, Directorate, Minister and partners.

## SCOPE

Located in Yellowknife and reporting directly to the Manager, Watershed Partnerships and Agreements (Manager), the Transboundary Implementation Advisor is responsible for providing expert advice on transboundary governance and technical matters and coordinating transboundary agreement negotiation and implementation, including work planning, contracting, coordination of consultation and engagement activities, as well as advising and recommending approaches to meet NWT interests.

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 the NWT environment for the social and economic benefit of all residents.

The Water Monitoring and Stewardship Division bears the primary roles and responsibilities related to water-related research and monitoring, providing advice to co-management partners, water quality and quantity data analysis and interpretation, and water stewardship and planning. The Division, in cooperation with Environment and Climate Change Canada (ECCC) and other federal and territorial departments, is responsible for collecting and interpreting information about water quantity and quality in the NWT. The Division works



with its water partners on a collaborative approach to water stewardship and planning in the NWT, including transboundary water management agreements.

The Northwest Territories (NWT) is the ultimate downstream jurisdiction in the Mackenzie River Basin (MRB), understanding the hydrology and water movements in the basin and its upstream tributaries is critically important for understanding the availability and health of water in the NWT. The MRB drains an area that consists of a fifth of Canada's land mass and it is one of the largest river basins in the world. The flow of the Mackenzie River plays a significant role in regulating oceanic circulation and maintaining arctic climate systems. The MRB is subject to industrial activity which has the potential to influence water flow and quality and it is experiencing the brunt of climate change as one of the nation's northern watersheds. The Senior Hydrologist is responsible for coordinating and leading research and monitoring programs across the NWT to facilitate a better understanding of the regional hydrology. This includes understanding extreme conditions such as low and high water including flooding within the basin and potential linkages to a changing climate.

Working collaboratively with multi-jurisdictional (territorial, provincial and federal) agencies, Indigenous governments and organizations, academic partners, as well as departmental staff, the Transboundary Implementation Advisor advises on and coordinates transboundary water agreement initiatives. These initiatives may relate to transboundary governance, policy, science and traditional knowledge and have both territorial and inter-jurisdictional implications. The Advisor is responsible for timely and effective analyses, decisions and actions to ensure GNWT political, legal and inter-jurisdictional obligations are fulfilled and public interests are advanced.

To accomplish these responsibilities, the incumbent is involved in frequent engagement with the public, Indigenous governments and organizations, the federal government, academic institutions, and other GNWT departments. The incumbent will advise and coordinate Crown consultation obligations and public engagement activities as appropriate.

Transboundary water management requires a broad spectrum of knowledge related to transboundary water governance, interjurisdictional relations, negotiation approaches, monitoring and research of aquatic ecosystem health, and community-based and participatory approaches. To advance transboundary water management agreements, senior management and the Minister of ECC rely on the significant expertise of the incumbent, the team which the incumbent coordinates, and the consulting services managed by the incumbent.

The Advisor manages an annual budget of approximately \$2,000,000 of GNWT funds supplemented by partnership funding. The incumbent supervises casual staff on occasion and serves as project manager for contracted services related to transboundary water management negotiation and implementation.



## **RESPONSIBILITIES**

### **1. Assists in the negotiation and implementation of transboundary water agreements along with the team of experts to advocate GNWT positions or actions to ensure sound integrated water stewardship is undertaken within the NWT and with neighbouring jurisdictions.**

- Provides timely expert advice on current and innovative approaches to transboundary water management to ECC's senior management, Directorate, Minister and other government departments, as well as partner agencies to ensure waters flowing into the NWT remain clean, abundant and productive for all time.
- Assesses the current political environment and researches innovative territorial, national and international strategic initiatives to ensure the GNWT's approach to transboundary water management remains current and continually improving.
- Advises on innovative research and participatory transboundary water management methodologies and recommends means to carry these out effectively within the NWT and with interjurisdictional partners.
- Researches, recommends and implements strategic instruments, including negotiations, policy, legislation and programs, that enable the GNWT to advance effective transboundary water management in a manner that facilitates reasonable, equitable and sustainable use of water resources for present and future generations, protects ecosystem health, and respects water rights.
- Working with other jurisdictions, Indigenous governments and organizations, and other partners, enables negotiations and implementation of transboundary water management agreements or other implementation agreements as necessary.
- Recommends enhancements to and implements ECC and GNWT roles and responsibilities within transboundary water management agreements, the Mackenzie River Basin Board, and other partnership venues to promote effective transboundary water management and NWT water stewardship.
- Ensures knowledge and advice regarding complex matters related to transboundary water management are strategically communicated to both GNWT and partner organizations. Routinely, the incumbent must:
- Verbally advises senior management, Directorate, the Minister or partner organizations on matters related to transboundary water management.
- Effectively presents strategic transboundary water management matters through informative briefings, comprehensive reports, decision papers, or other materials in appropriate formats for a variety of audiences such as senior management, the Minister, aquatic ecosystem scientists, and water managers from other jurisdictions, interagency working groups, Indigenous governments and organizations, the general public, or others with an interest in transboundary water management. Often, the incumbent needs to address matters publicly that may be sensitive given underlying issues; therefore, diplomacy may be required.



- Advocates GNWT positions or actions to ensure effective transboundary water management.

**2. Plans, coordinates and delivers governance and technical support related to the negotiation and implementation of transboundary water management agreements.**

- Collaborates with the transboundary team and senior management to enable strong ECC or GNWT participation in intergovernmental initiatives and working groups related to transboundary water management. This often requires establishment and maintenance of internal working procedures, priority setting and resolution to problems arising from multiple jurisdictional interests.
- Initiates strategic undertakings to inform and facilitate multilateral water management agreement negotiations and implementation to manage transboundary waters.
- Plans and manages initiatives to lead intergovernmental and interagency teams that establish and undertake priority activities to promote effective transboundary water management. This includes setting of purpose, objectives and outcomes; preparation of Terms of Reference for teams; facilitation and coordination of planning exercises, meetings or workshops, or issue identification and resolution exercises, as well as other work planning and liaison activities related to transboundary water management.
- Assists NWT Bilateral Management Committee (BMC) member(s) in keeping Ministers, senior managers and other staff as appropriate informed about BMC activities.
- Provides support to the GNWT members of the Mackenzie River Basin Board (MRBB) and its committees.
- Supports processes to meaningfully include traditional knowledge in transboundary water management agreement negotiations, implementation initiatives and bilateral decision making.
- Identifies requirements for and manages software/database for data collected for implementation of the agreements.
- Assists with and coordinates projects and tasks including monitoring and reporting on the achievement of agreement obligations related to surface water quality and quantity, groundwater, and biological indicators.
- Initiates and manages contracts aiming to improve understanding of transboundary regions' aquatic ecosystems.

**3. Supports functioning of the transboundary water management agreement Bilateral Management Committees.**

- Administers functioning and activities of the Bilateral Management Committees (BMCs) in coordination with transboundary staff in the other jurisdictions.
- Leads development and implementation of transboundary water management agreement work plans and budget, as well as implementation of funding agreements, in coordination with the other jurisdictions.



- Leads annual reporting on transboundary agreement implementation and achievement of transboundary agreement commitments.
- Organizes and facilitates BMC and technical meetings and documents and tracks meeting outcomes.
- Advises BMC members of new information and research related to the ecological integrity of the aquatic ecosystem and traditional knowledge to inform bilateral decision making regarding potential changes in classification, monitoring programs, research programs, etc.
- Identifies research needs to support the agreements and explore opportunities for joint research in partnership with other jurisdictions and other partners.
- Assists BMC and technical staff in identifying potential changes in monitoring location or intensity.
- Coordinates studies and investigations as necessary; develops reports; and establishes an independent panel as necessary under the dispute resolution provisions of the agreements.
- Coordinates updating of transboundary agreement appendices as required and as new information becomes available upon direction of the BMC.

**4. Ensures effective transboundary water management agreement communications with other jurisdictions, Indigenous governments and organizations, and the public.**

- Develops effective communication mechanisms with other jurisdictions.
- Investigates and reports on transboundary water management issues as required.
- Drafts and/or reviews annual reports to the Ministers in collaboration with the other jurisdictions.
- Coordinates, develops and updates communication tools: fact sheets, website, plain language reports, etc.
- Delivers presentations as required to a variety of audiences such as senior management, the Minister, aquatic ecosystem scientists, and water managers from other jurisdictions, interagency working groups, Indigenous governments and organizations, communities, the general public, or others with an interest in transboundary water management.
- Responds to media requests, information requests, and other priority communication matters.
- Drafts letters and other communications for engagement and consultation with Indigenous governments and organizations, political leaders, the public, other jurisdictions, project partners and others as needed.

**5. Ensures the department meets its transboundary agreement commitments with other jurisdictions for prior notification, consultation and information sharing.**



- Shares information related to the NWT ecosystem (hydrology, groundwater, climate, etc.), traditional knowledge, and input from the NWT residents with other jurisdictions.
- Keeps informed about current and future development and activities in the NWT and shares information (notifies and consults) with other jurisdictions as needed.
- Keeps informed about and tracks current and future development and activities in the upstream jurisdictions.
- Receives and analyzes information received by other jurisdictions regarding current and future development and activities in those jurisdictions.
- Liaises with regulatory boards about developments and activities that could affect neighbouring jurisdictions. Develops a communication/notification mechanism with regulatory boards.
- Keeps informed about spills and unusual water conditions and follows the emergency response protocols with respect to transboundary waters.

**6. Engages and consults with Indigenous governments and organizations and the public.**

- Engages and consults Indigenous governments and organizations on matters related to transboundary water management agreements, including through drafting letters, organizing meetings, sharing documents, seeking input on transboundary water management agreement activities and decisions, compiling and summarizing input, and maintaining consultation records.
- Fully engages the NWT Water Stewardship Strategy Indigenous Steering Committee in all phases of agreement negotiation and implementation.
- Engages the public and ensures mechanisms for information sharing with the public.

**WORKING CONDITIONS**

**Physical Demands**

No usual physical demands.

**Environmental Conditions**

No unusual environmental conditions.

**Sensory Demands**

No unusual sensory demands.

**Mental Demands**

The incumbent must deal with organizations and others who have interests that may be counter to the direction of the department. Presentations to the public and to external parties, including





other levels of government (i.e., Indigenous, Federal, and Municipal), non-government organizations and industry, on scientific programs and associated analysis, can lead to mental stress.

The incumbent must concentrate on details within documents and be able to work within tight deadlines set at the negotiations and/or interjurisdictional tables. The incumbent works in a time-sensitive, high work volume environment, often working under a heavy workload, short deadlines and changing work priorities with frequent interruptions. The politically sensitive nature of transboundary agreements requiring the incumbent to respond quickly and with sensitivity can also lead to mental stress.

Out of town travel is required, approximately 4-6 times for year, for up to 3-4 days at a time.

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

- Formal education in multi- and cross-disciplinary aspects of environmental stewardship, especially with respect to watershed management.
- Knowledge and experience in water management planning, policy and program development, preferably at least two years in northern Canada.
- Knowledge and experience in negotiations and intergovernmental relations.
- Knowledge of technical and plain language report writing methods in order to clearly communicate information internally and externally to key stakeholders and Indigenous governments and organizations involved in the transboundary water management agreement negotiations and implementation including the public.
- Knowledge of current NWT water initiatives including the NWT Water Stewardship Strategy in order to understand initiatives, processes, and procedures related to transboundary water management agreement negotiations and implementation.
- Knowledge of the cross-cultural environment in the NWT and its neighbouring jurisdictions and its effect on communication and effective working relationships with Indigenous people in communities, Indigenous organizations and other agencies.
- Skilled in the application of strategic analyses and enabling science to policy and program translation.
- Oral and written communication skills and proven ability to express concepts of transboundary water management effectively to political and senior government members, stakeholders, Indigenous governments and organizations, and public audiences, including the ability to adapt communication style and method for a wide audience.
- Computer skills in word processing, database management, spreadsheet software, presentation software, etc.
- Ability to manage and operate in a team environment with multiple partners, as well as



work independently towards partnership outcomes. Management of multi-party groups often requires diverse and competing interests requiring the incumbent to devise innovative, consensus-building solutions.

- Independent decision-making skills to be able to reprioritize tasks and respond quickly to changes in scheduling and other requirements as needed.
- Ability to exercise considerable judgement, tact and discretion in preparing, disclosing and handling information of a confidential and/or sensitive nature (e.g. briefing notes, consultation records, negotiation mandates, etc.).
- Ability to be organized, work to deadlines and manage workloads including multiple assignments with potentially conflicting priorities while ensuring that the needs of Indigenous governments and organizations and multiple stakeholders are addressed.
- Organizational, project management, risk assessment, analytical and critical thinking to enable good judgement and priority setting on oft times controversial matters related to transboundary water management.
- Supervisory skills to manage casual personnel, consultants, and department or other advisory or working groups.
- Ability to work under pressure, to deadlines or presenting in often highly charged venues.
- 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 master's degree, with a focus in environmental science or resource management, and at least three (3) years of experience working in environmental stewardship and program delivery including relevant experience in an NWT or other government setting.

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