



## IDENTIFICATION

Department	Position Title	
Environment and Climate Change	Director, Regulatory and Permitting	
Position Number	Community	Division/Region
23-17057	Yellowknife	HQ

## PURPOSE OF THE POSITION

The Director, Regulatory and Permitting (Director) is responsible for providing overall leadership and strategic advice on all matters related to developing legislation, regulation and policies and overseeing the regulation of the environment including the use of water, deposit of waste, and the general discharge of contaminants to the environment. The Director is further responsible for providing coordinated technical and policy advice and recommendations to regulatory and environmental impact assessment boards and developing and implementing models to estimate financial securities to ensure that the costs of remediation do not fall to the Government of the Northwest Territories (GNWT) or taxpayers. The Director works within the context of legislation, regulation and policies and the political, social and economic context of the NWT by promoting and supporting 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), Regulatory, Assessment and Authorizations. The Director ensures that the Department of Environment and Climate Change (ECC) and the GNWT meet their interdepartmental and inter-governmental obligations related to water and environmental management in an integrated and timely manner that supports the wise use of natural resources in the NWT and promotes ECC and GNWT mandates.

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; *Pesticides Act* and Regulations, *Environmental Protection Act* and Regulations; *Mackenzie Valley Resource Management Act* and Regulations; *Species at Risk Act*; *Wildlife Act* and Regulations; as well as the settled Lands, Resources and Self-government Agreements within the NWT; Interim Measures Agreements; Devolution Final Agreement; Land Use Sustainability Framework; Sustainable Development Policy; Mineral Development Strategy; NWT Water Stewardship Strategy and Climate Change Strategic Framework.

The Director's areas of responsibilities include: providing detailed technical and policy advice to regulatory and environmental impact assessment boards, provide written interventions for major projects in the NWT that may impact the environment, provide recommendations on the terms and conditions to be included in water licences to ensure the maintenance of water quality, provide review and recommendations on various plans such as waste management, aquatic effects monitoring, closure and reclamation as well as estimates of reclamation liability on behalf of the GNWT, manages and monitoring requirements under Environmental Agreements (EA) including security held under them, the provision of Interim Resource Management Assistance funding to Indigenous governments and Indigenous organizations and overall inter-departmental coordination in regulatory proceedings. The position is also responsible for the issuance of permits and authorizations under the *Environmental Protection Act* and *Pesticide Act*. The position is required to lead the development and amendments of the *Waters Act* and regulations, policies, studies, guidelines, including maintaining the models and tools necessary to estimate the amount of financial security which is to be provided by project operators to protect the GNWT and taxpayers from remediation costs. Finally, the position is responsible for developing and coordinating Ministerial decision packages for water licences, as per legislation. This includes ensuring the legal aspect of procedural fairness and the Section 35 Duty to Consult has been met. The Director works with the Department of Justice, provides information and assists in these legal determinations.

The Director 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 Department objectives while ensuring the Departmental mandate pertaining to water management, including legislation and regulation, 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, regulatory authorities and responsibilities.

The incumbent works closely with GNWT departments, federal government departments, Indigenous governments and Indigenous organizations, regional and national boards, agencies and organizations, academia and non-government organizations. The Director must consider broad GNWT interests and integrate these into strategic initiatives of the Division. In addition, the Director represents the department through participation in public review panels and forums established under the appropriate legislation. On an ongoing basis, the work involves providing authoritative advice on broad resource management and related environmental issues to departmental managers, industry, Indigenous governments and Indigenous organizations and community groups. In addition, the incumbent provides technical advice as the department's representative on panels, working groups and committees.

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 government 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 (3 direct, and 11 indirect – Total 14)
- Compensation & Benefits \$2.2 M
- Operations & Maintenance \$1.0 M
- Grants & Contributions \$1.6 M
- Water & EA Security \$636 M



## **RESPONSIBILITIES**

1. Upholds and consistently practices 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. Represents the GNWT and the Department at the most senior levels across government, with Indigenous governments and Indigenous organizations, community representatives, other levels of government, industry and co-management 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 the Director's responsibilities.
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 Type A water licences, and Type B water licences where a public hearing is held, within the legislated timelines. In doing so the Director must consider the contextual aspects of the GNWT, regulatory authorities, Indigenous and federal governments, as well as industry or environmental organizations.
6. Oversees consultations on areas within the Directors responsibilities with other levels of government and directs the collaboration, analyses and, where necessary, reconciliation of the views and concerns.
7. Represents the GNWT at the territorial, inter-jurisdictional, national and international levels.
8. Collaborate and maintain 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 regulatory and permitting 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 department through involvement in the development of business plans, main estimates, transition planning and program and service development and delivery.



10. Provides advice and recommendations to Directorate and GNWT departments on matters related to the NWT's integrated resource management regime, especially related to legislation and established jurisdictional roles and responsibilities.
11. Reviews and provides lead technical and expert advice on initiatives related to water and environmental protection including, but not limited to, waste and water management, aquatic effects monitoring programs, adaptive management and mitigation plans, closure and reclamation plans and security estimates.
12. Responsible for the review, acceptance, management and return of water licence and EA securities on behalf of the Department.
13. Oversees the development of Departmental submission on regulatory applications and environmental assessment submissions by coordinating technical advice provided by specialists within the fields of water, wildlife, environmental protection, climate change, regional offices and inspectors.
14. Oversees the administration of Environmental Agreements, including all obligations and security requirements therein.
15. Oversees the distribution of funds pursuant to the Interim Resources Management Assistance (IRMA) program.
16. Fosters and maintains positive, meaningful and respectful partnerships and collaboration to advance, promote, and develop the Division's initiatives.
17. Plans and directs the work of the Division, ensures that human and financial resources are managed effectively and efficiently and ensures that approved objectives are met in a manner consistent with the operational policies and procedures of the Department and GNWT.
18. 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 is subject to multitasking, dealing with confidential and politically sensitive information and working to tight deadlines on a daily basis.

This is a senior level position faced with urgent deadlines, some of which reflect requirements set in legislation. The incumbent represents the GNWT at public hearings for environmental assessments and water licences for development projects which may involve situations where the incumbent is subject to strong criticism, and finds common ground between polarized strongly held and often emotional opinions in order to determine a balanced approach for the GNWT.

The incumbent is required to travel related to a number of responsibilities. Travel will be approximately 6 times per year: approximately 3 to 4 days at a time to southern locations, and 3 to 4 days at a time within the NWT.

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

- Comprehensive knowledge of the engineering and physical sciences affecting water resources, and the application of knowledge in a range of physical science disciplines including: hydrology, geology, biochemistry, and knowledge of the theories and practices of mining, milling and metallurgy.
- Knowledge of NWT Land Claims and the integrated resource management regime in the NWT.
- Knowledge of methods of physical-chemical properties analysis, scientific information and data analysis and interpretation, environmental compliance assessment, risk assessment, qualitative and quantitative analysis and research report interpretation order to write authoritative reports on environmental assessment, project evaluation, compliance advice or recommendations with respect to regulatory environmental compliance.
- Extensive knowledge of the governance framework of the NWT and NWT's cultural and physical political environment.
- Knowledge of the integrated resource management regime and modern Land Claims throughout the NWT.
- Thorough knowledge and understanding of environmental assessment and regulatory principles, practices, standards and frameworks related to resource development and extraction.
- Knowledge of a complex legislative framework including: the *Waters Act* and Regulations, *Pesticides Act* and Regulations, *Environmental Protection Act* and Regulations, *Impact Assessment Act*, *Mackenzie Valley Resource Management Act*, and, *Fisheries Act* and Regulations.
- Knowledge of the theories, principles, methods and practices of reclamation and compensation.





- Knowledge of environmental engineering related to municipal water treatment, distribution and solid/liquid waste disposal including: Geo-technical and dam safety engineering theory and practices.
- Comprehensive knowledge of the theories and practices of natural resource management, including: environmental auditing, sampling, testing and analyzing water samples.
- Knowledge of theories, principles and best practices of civil engineering, mathematics and surveying.
- Ability to quickly understand and appreciate issues of a political nature that may affect the Department and the GNWT.
- Ability to read and interpret legislation and regulations and apply policy to support decision-making.
- Ability to present information at public and private forums and to participate in scientific discussions with other parties at various working group meetings and technical sessions.
- Ability to manage financial and human resources of the section.
- Ability to see the big-picture in order to be able to recommend larger non-project initiatives designed to improve the regulatory system in the NWT.
- 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 graduate degree (M.Sc.) in a relevant scientific discipline, plus ten (10) years of progressive experience including five (5) years of management experience. Experience working of regulatory and or environmental assessment processes would be considered an asset.

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