



IDENTIFICATION

Department	Position Title	
Environment and Climate Change	Director, Conservation and Sustainable Livelihoods	
Position Number	Community	Division/Region
23-17058	Yellowknife	HQ

PURPOSE OF THE POSITION

The Director, Conservation and Sustainable Livelihoods (Director) is responsible for providing overall leadership and strategic advice on all legislation, regulations, policies, programs and services in relation to conservation and sustainable livelihoods for the Department 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 balance 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), Policy, Legislation, Evaluation and Communications.

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 *Protected Areas Act* and Regulations; *Northwest Territories Lands Act* and Regulations; *Waters Act* and Regulations; *Environmental Rights Act*, *Environmental Protection Act* and Regulations; *Wildlife Act* and Regulations; *Forest Management Act* and Regulations; *Species at Risk Act*; *Mackenzie Valley Resource Management Act*; as well as the settled Lands, Resources and Self-government Agreements within the NWT; Interim Measures Agreements; Interim Land Withdrawals; Devolution Final Agreement; Land Use Sustainability Framework; GNWT Ecological Representation Network Plan; Sustainable Development Policy; Mineral Development Strategy; Economic Opportunity Strategy; NWT Water Stewardship Strategy; Sustainable Development Policy and the Recreational Leasing Policy.

In the NWT, the land and water are lifelines for Indigenous cultures and the wellbeing of all people. Typically, the most biologically diverse areas are also the most culturally rich, providing long-term opportunities for the development of a diversified economy through tourism opportunities, important cultural, recreational and educational activities, and other incomes derived through land-based activities. The establishment of conservation and protected areas is critical to guide long-term management of species and their habitats within the constraints posed by different types of land and resource use.

People depend on the land for food, medicine, materials, shelter, income, culture, spirituality and recreation. For the NWT's Indigenous peoples, relationships with the land have existed since time immemorial. Sustainable livelihoods are considered to be 'a way of life connected to the land. Connecting a way of life to the land is approached in a holistic way, considering the plants, animals, water, air, people, relationships, processes and connections that exist. Sustainable livelihoods include "the capabilities, resources and activities that support a means of living, in a way that is adaptable and resilient while supporting continuation of those resources and activities now and for future generations". At present, there are many barriers that can make it difficult for people to go out on the land, and engage in harvesting. The ECC recognizes the role it can play in supporting individuals, families, communities, regions, organizations and partners in advancing and promoting sustainable livelihoods and engaging in on the land activities. ECC has program and service responsibilities, on behalf of the GNWT, for country foods, traditional economies and land-based learning. Harvesting includes foods (animals or plants) obtained directly from the land - whether through hunting, trapping, fishing, or gathering. The position provides vision and strategic leadership to champion development and implementation of innovative On The Land plans and programs that integrate on-the-land activities in the NWT.

The Director is accountable for policy analysis and development, including the provision of expert financial, socio-economic and environmental impact analysis of existing or proposed protected and conservation areas in the NWT. The position leads research, development and



evaluation efforts with respect to policy related to protected and conservation area, including the transformative changes to legislation and regulation.

The Director is accountable to lead the transformative changes to the strategic and operational policy and regulatory environment that will facilitate the responsible development of the NWT's conservation and protected areas. The work of the Director will have a long-term, positive impact on the biodiversity in the NWT.

The incumbent is responsible for overseeing the planning, development, implementation, monitoring, and evaluation of the delivery of innovative on-the-land programs and services, in the areas of sustainable livelihoods (traditional economy, country foods), traditional knowledge, Indigenous and community-engaged research, on-the-land collaboration and public education and outreach, as per the Department's mandate.

As on-the-land activities are of fundamental importance to Northern communities, programming that advances on-the-land objectives, such as country foods, traditional economy, traditional knowledge, on-the-land partnerships, Indigenous and community-engaged research and public education and outreach, plays an important role in fostering sustainable livelihoods.

The position has an important role to play in the provision of expertise and knowledge in support of the Department's mandate and provides input into land claim negotiations, land use planning and land access related matters to ensure that the conservation and sustainable livelihoods perspective is considered in the policy development and decision-making process.

The incumbent directs a broad-based consultation and collaboration process designed to facilitate Indigenous communities, non-government organizations, the GNWT and the Federal Government working together at all stages of the conservation development and implementation process, with a focus on growing Indigenous participation in the development and management of conservation areas. The position works with Indigenous governments and organizations to build capacity to manage conservation areas and develop strategies to attract partners and funding for conservation areas.

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

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 in relation to conservation



planning and establishment and sustainable livelihoods and integrate these into strategic initiatives of the Division.

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 12 indirect – 15 Total)
- Compensation & Benefits \$2.2 M
- Operations & Maintenance \$1.0 M
- Grants & Contributions \$5.0 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 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 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 areas of the Directors responsibilities.
6. Oversees consultations on areas within the Directors responsibilities with other levels of government and directs the analyses and reconciliation of the views and concerns of those consulted with GNWT policy on areas.
7. Represents the GNWT at the territorial, inter-jurisdictional, national and international levels.
8. Collaborates 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 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 department through involvement in the development of business plans, main estimates, transition planning and program and service development and delivery.
10. Provides vision and strategic leadership to champion development and implementation of innovative On The Land plans and programs that integrate on-the-land activities in the NWT.
11. Oversees the development and provision of expert advice on initiatives related to on-the-land activities, traditional knowledge, sustainable livelihoods (traditional economy and country foods), Indigenous and community-engaged research and public education and outreach.
12. Oversees the administration of the Genuine Mackenzie Valley Fur Program.
13. Identifies and pursues opportunities to support and/or develop community engaged, on-the-land programs and research initiatives within the department.
14. Identifies and pursues opportunities to leverage existing funding and secure third party/external support for Divisional initiatives.
15. Fosters and maintains positive, meaningful and respectful partnerships and collaboration to advance, promote, and develop the Division's initiatives.



16. Oversees and identifies opportunities for training and capacity building within the department and with external clients, with respect to Divisional initiatives.
17. Oversees the development and implementation of a multi-media communications strategy and its dissemination across the geographically dispersed stakeholder community.
18. 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.
19. 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.

The incumbent is required to travel related to a number of responsibilities. Travel will be approximately once per month: 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

- Knowledge and proven understanding of natural resource management, Northern culture, community needs and on the land programming.



- Knowledge of NWT legislation and Land Use Plans, the *Protected Areas Act* and Regulations, as well as Indigenous lead guardian or other environmental stewardship initiatives.
- In-depth knowledge of conservation planning and management principles and approaches, including conservation areas and cumulative effects management, as well as issues related to land and resource management in northern Canada.
- Knowledge of effective and innovative conservation planning approaches and methodologies to align with regional objectives while supporting the strategic initiatives of ENR and the GNWT.
- Knowledge and appreciation of traditional, local and Indigenous knowledge and their application in programs, research and departmental decision-making.
- Thorough knowledge and understanding of community-engaged research practices.
- Knowledge and understanding of the unique political climate of NWT and the key role of Indigenous governments and co-management boards.
- Knowledge of Aboriginal governments, institutions, government systems, and communities.
- Excellent research, analytical, problem solving and strategic planning skills.
- Effective listening skills, including the ability to discern and interpret non-verbal communication signals.
- Highly skilled in the application of strategic analyses, consensus-building, and policy and planning evaluation enabling continuous improvement.
- Ability to work in cross-cultural environments.
- Ability to analyze, interpret and evaluate a wide range of information to apply it to the unique ecological, cultural, social and political environment of the NWT.
- Ability to facilitate meetings with a wide variety of stakeholders.
- Ability to establish and maintain positive relationships with a wide variety of partners including Indigenous organizations, government agencies, industry, academia, nongovernment organizations and funding agencies.
- Ability to comfortably interact with a wide range of people and organizations (i.e., Indigenous organizations, government agencies, industry, non-government organizations, academia, funding agencies and the public), some of who have opposing or different interests, and who have a wide range of environmental knowledge.
- Ability to assess research proposals and program funding proposals and applications.
- Ability to manage completing deadlines and a large number of projects concurrently.
- Ability to work to effectively manage a diverse team of professionals.
- Demonstrated ability to communicate effectively (both oral and written) to convey or solicit information related to projects, policies and initiatives through a variety of means (briefing notes, project briefs, presentations) for diverse audiences.
- Ability to adapt and innovate.
- Demonstrated ability to work with community partners, including Elders, harvesters, youth and Indigenous government staff.
- Ability to work in a team environment on inter-departmental and intergovernmental projects with diverse membership and competing interests.



- 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 in a relevant science or social science discipline, including natural resource management, Indigenous studies, geography, sociology or education, with a minimum of ten (10) years of experience in planning, managing or community-based program development, with at least five (5) years being progressive, directly related experience.

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