



IDENTIFICATION

| Department | Position Title | |
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| Industry, Tourism and Investment | Director, Mineral and Energy Strategy | |
| Position Number | Community | Division/Region |
| 63-14304 | Yellowknife | Mineral and Energy Strategy / HQ |

PURPOSE OF THE POSITION

The Director, Mineral and Energy Strategy is accountable for shaping the long-term strategic direction, policy framework, and promotion of the Northwest Territories' mineral and energy sectors in order to support sustainable territorial prosperity, economic diversification and resilience across commodity cycles.

The position leads territory-wide, cross-government strategy and policy development in a complex governance environment where mineral and energy outcomes are influenced by the collective actions of the GNWT, Indigenous governments, the federal government, regulatory boards and agencies and industry. The Director integrates economic, socio-economic, market, and policy considerations to ensure that the NWT remains a competitive, credible, and attractive jurisdiction for mineral and energy investment over the long term.

This role focuses on future-oriented sector health while being informed by current operational activity, and provides senior-level strategic advice on risks, opportunities, and systemic reforms affecting mineral and energy development in the NWT.

SCOPE

Mineral and energy development is a foundational contributor to the Northwest Territories' economy and socio-economic well-being. The Director operates from Yellowknife with a territory-wide mandate that extends beyond GNWT-administered authorities to include strategic alignment across multiple governments and decision-making systems influencing mineral and energy development.

The Director reports to the Assistant Deputy Minister, Mineral and Energy Resources, and functions as a member of the Department's Senior Management Committee. The position works in close collaboration with the Director responsible for regulatory functions, ensuring that strategic policy, investment frameworks, and intergovernmental coordination complement



regulatory administration while remaining clearly distinct from operational delivery, compliance, or enforcement activities.

The Director exercises independent professional judgment in a policy and legislative environment characterized by significant complexity, evolving statutory frameworks, and limited precedent, requiring the balancing of economic, Indigenous, environmental, and intergovernmental considerations.

The Director exercises delegated authority to make strategic recommendations and decisions that materially influence government policy direction, investment positioning, and intergovernmental relations related to mineral and energy development.

Decisions made by the Director have long-term and system-wide impacts on:

- The competitiveness and reputation of the NWT as an investment jurisdiction;
- Indigenous and northern economic participation and capacity-building opportunities;
- Cross-government alignment affecting land and natural resource use planning, assessment, and policy coherence;
- The stability and sustainability of a key territorial economic sector.

The Director operates within a mineral and energy legislative landscape that includes existing and new and transformative Acts, regulations and policies, for which established administrative models may not exist, particularly for the Northern context. Within this context, the Director:

- Provides strategic policy leadership to support the effective implementation, evolution, and alignment of mineral and energy legislation, including the *Petroleum Resources Act*, *the Oil and Gas Operations Act* and *the Mineral Resources Act*;
- Advances territorial mineral and energy strategies and policy frameworks that position the NWT for long-term sector sustainability and growth;
- Leads interdepartmental, multi-governmental and multi-organizational engagement to ensure that broader legislative and policy initiatives consider and integrate GNWT strategic objectives related to the mineral and energy sectors and associated economic development activities;
- Supports the development of intergovernmental coordination mechanisms that enhance coherence across jurisdictions exercising authority over mineral and energy resources.

This role is concerned with strategic policy intent, alignment, and long-range outcomes, rather than regulatory decision-making or enforcement.

The Director directs a broad-based consultation and collaboration process designed to facilitate Indigenous communities, mineral companies and governments working together at all stages of the mining process, with a focus on growing Indigenous participation and investment in the mineral and energy sectors and associated benefits and self-determination. The Director assists



Indigenous governments and businesses to build capacity and develop strategies to attract partners, funding and investment in mineral and energy projects that will benefit their regions and communities.

The Director is often called upon to represent the Department in a variety of national forums and to meet with foreign government and company officials on issues affecting the mining and energy sectors in the NWT. This requires on-going consultation with senior officials of international resource exploration, production, transportation and financial companies and requires creative thinking to develop strategies and innovative approaches to secure the NWT's interests and support for and investment in mineral and energy projects in the territory.

The Director is frequently called on to represent the interests and position of the GNWT and the Department in federal/provincial/territorial forums among other levels of government, Indigenous governments, special interest groups and industry representatives on matters related to mineral and energy resources. The Director's representation responsibilities often involve dealing with sensitive issues with executive and senior members of other organizations on a variety of technical, complicated, contentious, confidential and commercially sensitive subject matters.

As the Department's senior mining and energy strategy and planning lead, the Director provides advice to the Assistant Deputy Minister, the Deputy Minister, and the Minister. This requires and complete and current knowledge of the investment climate in Canadian provinces and abroad, industry activities around the world, innovations and technology advancement within the mineral and energy sectors, market forecasts, the costs of developing and operating mines and energy projects around the world, as well as service, taxation schemes and incentives to ensure that mineral policies proposed in the NWT contribute to the competitive position of the NWT mineral industry. The mining and energy industries continue to pressure government for regulatory certainty, increased geoscience funding and a balanced approach to sustainable development. As such, the Director is required to address and manage a variety of industry related issues and works closely with industry clients, industry associations and chambers in this regard, including the NWT and Nunavut Chamber of Mines, the Mining Association of Canada, the Prospectors and Developers Association of Canada and the Canadian Association of Petroleum Producers.

As the primary industry liaison for the GNWT, the Director has strong knowledge of industry players, their interests and key contacts among them. In addition to a sound knowledge of the departmental, GNWT, and federal policies, legislation and regulations as they relate to NWT mineral and energy development, the work requires an extensive knowledge of the principles and practices of public sector management, research and analysis, economic and financial analysis, and negotiation. The work demands knowledge about diverse practices, processes and issues relating to the Department's and GNWT mandates, roles and objectives. A thorough knowledge of the history, culture, political and economic aspirations of Indigenous people and



other NWT residents and of mineral and energy exploration and development in the NWT is needed.

DIMENSIONS

- Reporting Positions: (5 direct, and 9 indirect)
- Compensation & Benefits (\$2,160,000)
- Operations & Maintenance (\$1,010,000)
- Grants & Contributions (\$0)
- Capital (\$0)

RESPONSIBILITIES

1. Uphold and consistently practice 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. Leading the development, implementation, and continuous evolution of territorial strategies, policies, and investment attraction frameworks for the mineral and energy sectors.
3. Providing senior level strategic advice to the Assistant Deputy Minister, Deputy Minister, and Minister on sector risks, opportunities, and long-term economic implications of mineral and energy policy choices.
4. Directing advanced market, economic, and socio-economic analysis to inform strategic decision making and government priorities.
5. Leading and coordinating multi government and cross departmental initiatives that influence the mineral and energy investment climate and sector performance.
6. Representing the GNWT in federal, provincial, territorial, Indigenous, and international forums on strategic mineral and energy matters.
7. Supporting the Minister in external relations, including conferences, intergovernmental forums, and investment promotion activities.
8. Overseeing strategic projects and initiatives that require integration of diverse policy, economic, and governance perspectives.
9. Contributing to departmental governance and executive decision making as a member of the Senior Management Committee.



10. Leading and overseeing the development of evidence- and results-based management and accountability frameworks.
11. Directing the development of the Division's business and operational plans, manages the analysis and interpretation of planning information, and directs regular assessments of the Department's business needs to accommodate funding pressures.
12. Providing leadership in the Department's participation in the environmental assessment of NWT natural resource projects, natural resource assessment, and land use planning, with a view to ensuring a strong resource management base in the NWT that provides economic benefits while reducing the impacts on the environment and human health.
13. Directing a broad-based consultation and collaboration process designed to facilitate Indigenous governments, companies and public governments working together at all stages of resource sector projects.
14. Managing the budget 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.

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 on a daily basis, and travels 10 to 12 times per year, by air or road, from two days to two weeks for each trip.

KNOWLEDGE, SKILLS AND ABILITIES

- Knowledge of Departmental, GNWT and federal policies, legislation and regulation as they relate to NWT mineral and petroleum resources.



- Knowledge of principles and practices related to public sector management, socio-economic research and analysis, strategic analysis, policy, legislation and regulation development and implementation, performance management, evaluation and negotiation.
- Knowledge of mineral and petroleum exploration, development, investment and full lifecycle activities.
- Ability to work to tight deadlines and respond effectively to frequently changing deadlines and priorities.
- Ability to manage multiple teams of diverse individuals across different office locations.
- Ability to work effectively within a larger Branch, Departmental, GNWT-wide and multi-organizational teams.
- Progressive and creative leadership skills.
- Project management and portfolio management skills.
- Organizational skills.
- Ability to foster and build effective relationships with governments, industry and other stakeholders.
- Ability to influence and persuade internal and external stakeholders and attract necessary resources.
- Knowledge of office software and computer operation.
- Written and verbal communication skills, including the ability to maintain professional communication and composure in difficult circumstances.
- Ability to manage time, priorities, relationships and stress.
- Ability to analyze, evaluate and manage complex, contentious, high profile issues.
- Ability to understand and navigate complex organizational systems and networks, including understanding the organization within the broader context of industry, the political environment and public perception.
- Ability to develop suitable approaches and options for effective policy development and delivery of programs.
- Ability to learn the federal government's role, structure and responsibilities, and intergovernmental agreements and fiscal arrangements with federal, Indigenous, provincial, and territorial governments.
- Ability to present information at public and private forums and to participate in technical discussions with other parties at various working group meetings and technical sessions.
- 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 manage and lead a diverse team.
- Ability to oversee the management of a budget.
- Ability to work under pressure and in emotionally charged environments.
- Ability to develop knowledge of the history, culture, political and economic aspirations of Indigenous people and other Northerners.
- Ability to learn industry players, their interests and key contacts among them.



- 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 natural or social sciences, law, business or public administration, geology, engineering or natural resource management and a minimum of 8 years relevant experience in private and/or public organizations focused on natural resource, energy, environment, minerals and/or petroleum management, including a minimum of three years in a management role.

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