



ALGONQUINS OF ONTARIO CONSULTATION OFFICE

WILDLIFE MANAGEMENT SPECIALIST

Qualified candidates are invited to submit their applications
no later than 4 p.m. on Wednesday, July 18, 2018 to:

Executive Director
Algonquins of Ontario Consultation Office
31 Riverside Drive, Suite 101, Pembroke, ON K8A 8R6
Email: algonquins@tanakiwin.com or Fax: 613-735-6307

We thank all candidates for their interest, however, only those selected for
an interview will be contacted.

General Background

The Algonquins of Ontario (AOO) are on a journey of survival, rebuilding, and self-sufficiency—a journey of reconciliation. This journey began nearly 250 years ago when the first Algonquin Petition was submitted to the Crown in 1772. Today, the AOO are comprised of the following ten Algonquin communities:

- Algonquins of Pikwakanagan First Nation
- Antoine
- Bonnechere
- Greater Golden Lake
- Kijicho Manito Madaouskarini
- Mattawa/North Bay
- Ottawa
- Shabot Obaadjiwan
- Snimikobi
- Whitney & Area

Based on a Protocol signed in 2004, these communities are working together to provide a unified approach to reach a settlement of the Algonquin land claim. In July 2009, the AOO, Canada and Ontario entered into a *Consultation Process Interim Measures Agreement*. This Agreement sets out a one-window approach for Canada and Ontario to consult with the Algonquins of Ontario on proposed activities or projects in Algonquin Territory while the Treaty negotiations are ongoing. The AOO Consultation Office in Pembroke serves as this one window. The Teachings of the Seven Grandfathers below are the guiding principles of the Algonquins of Ontario Consultation Office.

TEACHINGS OF THE SEVEN GRANDFATHERS

Gwayakwaadiziwin: Honesty: Honesty in facing a situation is to be brave.

Dabaadendiziwin: Humility: Humility is to know yourself as a sacred part of Creation.

Minaadendamowin: Respect: To honour all Creation is to have Respect.

Aakode'ewin: Bravery: Bravery is to face the foe with integrity.

Nibwaakaawin: Wisdom: To cherish knowledge is to know Wisdom.

Zaagi'idiwin: Love: To know Love is to know peace.

Debwewin: Truth: Truth is to know all of these things.

Overall Responsibilities

This position will provide biological advice and wildlife management input into the review and development of natural resources policies, legislation, programs, standards and guidelines. The incumbent will participate in the development of wildlife management plans that adhere to the principles of sustainable development of resources and the maintenance and restoration of biodiversity. In addition, this position will develop and assist in the coordination of various wildlife management initiatives in the unceded Algonquin Traditional Territory as well as provide strategic guidance, leadership and advice in the identification and resolution of wildlife management and allocation issues.

Specific Duties and Responsibilities

1. Lead the provision of wildlife management input to the review and development of natural resource policies, legislation, programs, standards and guidelines that take into consideration regional ecological, social economic and operational factors as appropriate.
2. Interpret and provide specialized advice for the implementation and consistent application of wildlife policies, programs, standards and guidelines to ensure consistent resource management and resolution of issues.
3. Provide biological and resource management leadership and advice to management, initiatives and/or implementation issues, programs and resource planning.
4. Monitor the effectiveness of policy and program implementation by reviewing and analyzing results of surveys, studies and by assessing feedback.
5. Assemble and analyze background information, including literature and scientific reports in order to recommend appropriate courses of action.
6. Prepare reports, briefing notes and materials, correspondence and presentation materials.
7. Liaise and foster positive working relationships with AOO communities, provincial, regional and district ministerial staff, and provincial, federal and international resource agencies.
8. Attend and make presentations at relevant professional forums, workshops, conferences and seminars.
9. Coordinate consistent delivery of wildlife management programs across unceded Algonquin Traditional Territory by leading the regional wildlife management program, task teams/networks/communities of practice, work plan and development of implementation tools (e.g. best practices, regional policies) to promote consistency.
10. Lead and/or participate on committees to remain current on activities and convey direction, providing leadership and advice.
11. Review proposals for consistency with broader AOO program directions.
12. Facilitate linkages and on-going dialogue with AOO communities, key stakeholders, staff from both federal and provincial Ministries and other agencies to examine issues and evaluate potential solutions.

13. Coordinate the development of science priorities to address gaps relative to operational and policy needs by working and liaising with all relevant parties.

14. Additional duties as assigned.

Education and Experience

- Degree in Biology, Ecology, Environmental Science or related discipline.
- 3 years of related experience.
- Demonstrated experience working with Indigenous communities, governments, and organizations.

Skills Required

- Knowledge of the theory, principles and practices of biology as related to wildlife management
- Working knowledge of current government strategic directions, existing resource management policies and applicable resource legislation including, Fish and Wildlife Conservation Act, Fisheries Act and Regulations, Canadian Wildlife Act, Environmental Assessment Act, Lakes and Rivers Improvement Act, Green Energy Act, Crown Forest Sustainability Act and Species at Risk Act.
- Demonstrated ability to apply current ecological, biological and wildlife management principles in order to provide sound advice in the development of a wide-range of policies,
- Solid research skills and abilities including the able to examine and assess materials, prepare a variety of correspondence and reports, analyze and interpret documents, and provide recommendations to decision-makers.
- Strong ability to demonstrate a positive and professional image of the organization when interacting with ANRs, staff, community members, government representatives, guests, and the public.
- Strong analytical, research, and problem-solving skills, providing attention to detail.
- Strong analytical ability to review technical reports, site plans, and other data and create report summaries that identify errors or gaps in technical information.
- Strong listening, speaking, and writing abilities.
- Strong ability to lead group discussions and facilitate positive outcomes at meetings and in other settings.
- Strong ability to manage meetings; such as, develop agendas and supporting documentation, schedule presenters, take notes, track motions action items, and report on meeting outcomes.
- Strong time management skills and organizational skills.
- Strong ability to establish cooperative working relationship with clients, colleagues, co-workers, senior staff, the public, and other governmental agencies.
- Ability to work independently to achieve defined outcomes and goals.
- Ability to deal sensitively with a wide variety of people and complex issues.
- Ability to perform effectively in a multi-disciplined, face-paced environment.
- Ability to respond effectively to defined priorities and firm deadlines within a dynamic and fast-paced environment.
- Ability to work independently and in a team environment.
- Advanced skills with the Microsoft Office Suite (Word, Excel, PowerPoint, Access, Outlook).
- Must be fluent speaking and writing in English.
- Must perform all functions in such a manner that ensures complete confidentiality of the AOO privacy entitlements.
- Must be able to carry out physical aspects of field work activity.

- Must be able to travel to attend meetings, conferences, and events and to conduct field work.
- Must hold a valid Driver's License.