

The Algonquins of Ontario (AOO) are seeking a Fisheries and Wildlife Management Advisor to provide input into the technical review and development of natural resources management policies, legislation, programs, standards, and guidelines with consideration for Algonquin rights and values, regional, ecological, social, economic and operational factors, as appropriate.

Position Title:	Fisheries and Wildlife Management Advisor
Reports to:	Executive Director or Designate
Location:	Pembroke, Ontario, Canada
Salary:	\$56,924 – \$70,136 per annum
Benefits:	Competitive benefits package including Group Medical Plan and generous vacation and working hours.
Position Type:	Full-Time

Opportunity Summary

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

Working with the Algonquins of Ontario (AOO) provides an exceptional and rewarding opportunity for any person who seeks a complex, dynamic environment while contributing to the process of rebuilding and revitalization of the Algonquin Nation.

The Fisheries and Wildlife Management Advisor will participate in the development of fisheries and wildlife management plans that adhere to the principles of sustainable development of resources and the maintenance and restoration of biodiversity

This position also offers the unique and groundbreaking opportunity to be part of a team that is supporting the AOO in the historic negotiations of a modern-day treaty setting out Algonquin Aboriginal and treaty rights protected under Section 35 of the Constitution Act, 1982.

Position Responsibilities

The following summarizes the responsibilities of the position:

- Lead the provision of fisheries and wildlife management input to the technical review and development of natural resource policies, legislation, programs, standards, and guidelines with consideration for Algonquin rights and values, regional, ecological, social, economic and operational factors, as appropriate.

- Interpret and provide specialized advice for the implementation and consistent application of fisheries and wildlife policies, programs, standards, and guidelines to ensure consistent implementation of resource management practices and resolution of issues.
- Provide biological and resource management leadership and advice to management regarding initiatives and/or implementation issues, programs, and resource planning.
- Monitor the effectiveness of policy and program implementation by reviewing and analyzing results of surveys, studies and by assessing feedback.
- Assemble and analyze background information, including literature and scientific reports in order to recommend appropriate courses of action.
- Prepare reports, briefing notes and materials, correspondence, and presentation materials to support consultation and Treaty negotiations.
- Liaise and foster positive working relationships with AOO communities, provincial, regional and district ministerial staff, and provincial, federal, and international resource agencies, and other external parties.
- Attend and make presentations at relevant professional forums, workshops, conferences, and seminars.
- Coordinate consistent delivery of sustainable wildlife management initiatives and programs such as: the AOO Harvest Management Plan and AOO Harvest Season, and AOO fisheries management plans.
- Lead and/or participate in regional wildlife management programs, advisory committees, planning teams, task teams/networks/communities of practice, work plans and development of implementation tools (e.g. best practices, regional policies) to convey direction, and provide leadership and advice through representation of the AOO.
- Review proposals for consistency with broad AOO program directions.
- Facilitate linkages and on-going dialogue with AOO communities, external parties, federal and provincial ministerial staff, and other agencies to examine issues and evaluate potential solutions.
- Coordinate the development of science priorities to address gaps relative to operational and policy needs by working and liaising with all relevant parties.
- Coordinate the technical training and implementation of the AOO Kichi-Sibi Guardians Program and facilitate program integration with ongoing and new projects and initiatives.

Your Qualifications

- Bachelor's degree with relevant training or Master's degree in Biology, Ecology, Environmental Science or related discipline.
- 6-10 years in a similar position.

Your Skills

- Working knowledge of current governmental strategic directions, existing federal and provincial resource management policies and applicable resource legislation including, but not limited to, Fish and Wildlife Conservation Act, Migratory Birds Convention Act, Fisheries Act and Regulations, Canadian Wildlife Act, Environmental Assessment Act, Lakes and Rivers Improvement Act, Water Resources Act, Green Energy Act, Crown Forest Sustainability Act, Species at Risk Act, and Endangered Species Act, and Section 35 of the Constitution Act.

- Working knowledge of direction within the legislation that affects Algonquin rights, and the rights of other Indigenous people as well as espoused best practices for Indigenous engagement and consultation issued by government and other external parties.
- Demonstrated ability to apply current ecological, biological and wildlife management practices and principles in order to provide sound advice in the development of a wide range of internal and external policies, or to comment on the potential impacts of development proposals on environmental, ecological and Algonquin rights.
- Proven technical fisheries and wildlife field research skills and abilities including the ability to examine and assess regulatory and technical documents, prepare a variety of correspondence and reports, analyze and interpret documents, and provide recommendations to decision-makers.
- Strong understanding and practical application of the provincial fishing, hunting and trapping regulations, the process of determining tag allocations, and harvest quota setting for fishing, hunting, and trapping purposes.
- Strong Communication Skills: This position requires giving professional advice or direction to other employees of the organization which involves a moderate level of performing presentations and public speaking.
- Problem Solving Skills: Problems are different, and situations are constantly changing. Uses considerable judgment and analysis to arrive at recommendations or conclusions. Problem solving based on experience and guided analysis from Senior Leadership.
- Ability to understand the detrimental and lasting effects of colonization on Indigenous people and respond appropriately when interacting with the Algonquin Negotiation Representatives (ANRs) and other parties.
- Strong ability to demonstrate understanding of Indigenous rights and most specifically, Algonquin rights as they pertain to Algonquin harvesting and how they inform ongoing Treaty Negotiations.
- Strong ability to demonstrate a positive and professional image of the organization when interacting internally and externally.
- Working knowledge of direction within the legislation that affects Algonquin rights, and other Indigenous people's rights.
- 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 and recommendations to address gaps.
- Strong ability to lead group discussions and facilitate positive outcomes at meetings and in other settings.
- Strong meeting management abilities such as developing agendas and supporting documentation, scheduling presenters, taking notes, tracking motions and action items, and reporting on meeting outcomes.
- Strong ability to establish cooperative working relationships with clients, colleagues, co-workers, senior staff, the public and other government agencies.
- Ability to deal sensitively with a wide variety of people and complex issues.
- Strong time management and organizational skills.
- Ability to perform effectively to defined priorities and firm deadlines in a multi-disciplined, dynamic and fast-paced environment.
- Strong listening, speaking and writing abilities.

- Ability to work in a team environment and independently to achieve defined outcomes and goals.
- Advanced skills with the Microsoft Office suite.
- Skills and experience with Geographic Information Systems (GIS).
- Demonstrated knowledge of Project Management.
- Ability to lead wildlife data collection and a proven background in conducting fieldwork. Additional skills and certifications, including, but not limited to, the following areas are considered strong assets: Breeding Bird Survey methods, Ecological Land Classification (ELC), and Provincially Significant Wetland (PSW) assessments.
- Proven experience in wildlife health and safety. Training and certification including, but not limited to, the following areas are considerable assets: Wilderness First Aid, Field GPS use, Drone Flight use and familiarity with the application of the Ontario OHSA .
- Must be fluent in speaking and writing English.
- 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 be able to lift up to 20kg (44 lbs.)
- Must hold a valid G Class Driver's Licence.

More about the AOO

The Algonquins of Ontario Settlement Area includes a territory of nine million acres within the watersheds of the Kichi-Sibi¹ and the Mattawa River in Ontario. Based on a Protocol signed in 2004, these communities are working together to provide a unified approach to negotiate a modern-day Treaty.

On October 18, 2016, the AOO and the Governments of Ontario and Canada reached a major milestone in their journey toward reconciliation and renewed relationships with the signing of the Agreement-in-Principle (AIP). The signing of the AIP is a key step toward a Final Agreement, which will clarify the rights of all concerned and open up new economic development opportunities for the benefit of the AOO and their neighbours in the Settlement Area in Eastern Ontario.

Since the signing of the AIP in 2016, the AOO and the Governments of Ontario and Canada have continued to advance negotiations towards a Final Agreement. If a Final Agreement is achieved through this next phase, and if it is ratified by Algonquins and by the federal Parliament and provincial Legislature, it will take the form of a modern-day treaty setting out Algonquin Aboriginal and treaty rights protected under Section 35 of the *Constitution Act, 1982*.

The Teachings of the Seven Grandfathers below are the guiding principles of the Algonquins of Ontario.

The Teachings of the Seven Grandfathers

- **Kwayakoziwin: Honesty:** Honesty in facing a situation is to be brave.
- **Tabasenindizowin: Humility:** Humility is to know yourself as a sacred part of Creation.
- **Manàdjìyàn: Respect:** To honour all Creation is to have respect.

¹ The Ottawa River, otherwise known as the Big River or Kichi-Sibi, has also been referred to in the Algonquin language as "Kichisipi", "Kichissippi", "Kitchissippi" and "Kichissippi"

- **Sòngideyewin: Bravery:** Bravery is to face the foe with integrity.
- **Nibwàkàwin: Wisdom:** To cherish knowledge is to know wisdom.
- **Sàgìhidiwin: Love:** To know Love is to know peace.
- **Tebwewin: Truth:** Truth is to know all of these things.

Qualified candidates are invited to submit their resume and a letter of introduction by close of business on September 17th, 2020 to recruitment@tanakiwin.com.

When applying please ensure to list the position(s) you are applying for in the title of the email.

Please note that the AOO have obtained the services of an external organization to support this recruitment process and no applications will be accepted by the AOO Consultation Office. Only applicants who apply to the above email address will be considered for the position.

For members of our Algonquin communities we ask that you please identify which community you are connected to in your cover letter.

The AOO welcomes and encourages applications from people with disabilities. Accommodations are available upon request for candidates taking part in all aspects of the selection process.

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