



Algonquins of Ontario Consultation Office Job Posting

Lands and Resources Management Advisor

The Algonquins of Ontario (AOO) is seeking a Lands and Resources Management Advisor to conduct complex analyses for the acquisition and management of the proposed land selections of the Algonquins of Ontario.

Position Title:	Lands and Resource Management Advisor
Reports to:	Lands and Resource Management Strategist
Location:	Pembroke, Ontario, Canada
Salary:	\$60,500.00 – \$70,136.08 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 towards the process of rebuilding and revitalization of the Algonquin Nation.

The role offers the opportunity to work alongside with and support the leadership group of the AOO, as well as other guests, consultants and the public depending on the support required of the AOO.

The Land and Resources Management Advisor coordinates and provides technical expertise in the review and timely response to consultation requests in land matters related to proposed government land dispositions, environmental assessment reviews, resource management matters, official plan reviews, and major infrastructure initiatives. This position will conduct complex analyses for the acquisition and management of the proposed land selections of the Algonquins of Ontario in support of the continued negotiations toward a Final Agreement that will define the ongoing rights of the Algonquins of Ontario.



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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:

- Provide technical expertise in the collection, analysis, and synthesis of data for land use planning, economic development strategies, and resource management matters related to the AOO lands portfolio.
- Provide support in the review and response to consultation requests on land, resources, and public policy throughout the Algonquin Settlement Area.
- Prepare reports and responses to Crown resource disposition proposals, environmental assessments, resource management matters, and major infrastructure initiatives.
- Work with the Land and Resource Management Strategist and the Algonquin Negotiation Representatives (ANRs) in negotiations with government representatives relating to the modification of configurations for proposed AOO land selections towards the Final Agreement
- Provide technical support and advice in negotiations related to the identification and potential transfer of other provincial Crown lands, federal surplus lands, and the potential acquisition of private lands on a willing-buyer/willing-seller basis.
- Assist in pre-planning of selected provincial Crown land properties identified for potential near-term (1 to 5 year) economic development.
- Assist in the identification of appropriate official plan and zoning designations, as well as future amendments as required for proposed AOO lands selections. Coordinate other planning applications, such as plans of subdivision, severances, and site plans.
- Provide support for assigned Working Groups and Negotiation Sub-tables, such as, organizing materials, scheduling presenters, taking meeting notes, tracking motions and action items, and developing summary reports and/or presentations.
- Work collaboratively with Project Leads from Working Groups and Negotiation Sub-tables to develop recommendations for review and consideration by the ANRs.
- Develop and maintain a database for all proposed AOO provincial Crown land selections, potential federal surplus land selections, and future private land acquisitions.
- Maintain an electronic filing system for reports, plans, legal agreements, and other documents related to all land management matters within the unceded AOO Settlement Area.
- Utilize Geographic Information Systems (GIS) applications for land use planning, such as ArcGIS, online GIS applications, mobile GIS and GeoWarehouse, and the ability to apply those skills in a field setting.
- Utilize GIS to create cartographic products for Working Groups and Negotiation Sub-tables, communications with government ministry and/or department staff and Algonquin Communities.
- Assist in the preparation for and participation in Third Party-Interest meetings and/or negotiations, on behalf of the AOO.
- Develop presentation materials and facilitate discussions with various groups.
- Interpret, synthesize, and report on impacts of existing and proposed government legislation, regulations, procedures and operations related to AOO rights and interests.



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- Serve as a liaison between ANRs and Algonquin Communities, and various government ministries and departments on proposed AOO land selections and consultation requests.
- Coordinate field reviews, site visits, and consultant studies and surveys relating to the proposed AOO land selections and consultation requests.
- Support the development of an AOO Property Management Program for the proposed AOO lands selections and Areas of Algonquin Interest.

About You

You are a Land and Resources professional who:

- Has at least 6 years of relevant experience.
- Is passionate about the survival, rebuilding, and self-sufficiency of all Algonquin communities.
- Understands the detrimental and lasting effects of colonization on Indigenous people.
- Has a strong working knowledge of relevant legislation, regulations, policies and procedures governing land use planning, resource management, and environmental assessments such as the Environmental Assessment Act, Planning Act, Provincial Policy Statement, Public Lands Act, Canada National Parks Act Species at Risk Act, Endangered Species Act, Fisheries Act, Fish and Wildlife Conservation Act, Natural Heritage Reference Manual, Environmental Bill of Rights, Crown Forest Sustainability Act, Aggregate Resources Act, Mining Act Provincial Parks and Conservation Reserves Act, Ontario Protected Areas Planning Manual, and other recognized provincial guidelines and processes.
- Has superior ability in critical thinking, analysis, synthesis and in being politically astute when working with complex topics and property development.
- Has strong working knowledge of provincial statutes and regulations related to land tenure, land use planning and property development.
- Has strong working knowledge of the role of municipal official plans, zoning by-laws, site plan agreements and subdivision agreements.
- Has proven experience in applying theories and strategies to complete assessments of lands and/or properties.
- Has proven experience in conducting analytical research, interpreting documents and materials in order to prepare reports and provide recommendations to decision makers.
- Has advanced project management skills to effectively manage complex projects and initiatives.
- Has excellent interpersonal skills, with the ability to lead group discussions and facilitate positive outcomes at meetings and in other settings.
- Has experience working successfully with various external stakeholders such as Provincial and Federal ministries, special interest groups, and private sector organizations.
- Has strong organizational and time management skills.
- Has strong communication skills including listening, speaking and writing.
- Has advanced skills with geographic-based computer applications and databases for land use planning including ArcGIS, online GIS applications, mobile GIS and GeoWarehouse/Teranet Advanced skills.
- Can prioritize and manage conflicting demands.



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- Can respond quickly in a dynamic, fast-paced, and changing environment.
- Can work independently and in a team environment.
- Is able to perform all functions in such a manner that ensures complete confidentiality of the AOO privacy entitlements.

Additional Requirements:

- Bachelor's degree or equivalent experience in Environmental Sciences, Natural Resources, Forestry, Geography, Planning, or related discipline.
- Advanced skills with the Microsoft Office suite.
- Must be able to carry out the physical aspects of field work with the ability to travel and attend offsite meetings, conferences, and events.
- A valid G Class Driver's License.
- Able to lift up to 20kg (44 lbs.).
- ***Please note that based on the Ontario Vaccination Passport, proof of full vaccination against COVID-19 is required for in office and offsite work.***

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.
- ***Manàdjyàn: 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"



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- **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.

How to Apply

So, what do you say? Are you ready to support the Algonquin Negotiation Representatives in their efforts to rebuild and revitalize the Algonquin Nation?

Qualified candidates are invited to submit their resume and a letter of introduction by 4:30 PM on Tuesday, November 30th 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.