



# Algonquins of Ontario Consultation Office Job Posting

## *Fisheries & Wildlife Management Advisor*

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### **The Opportunity**

The Algonquins of Ontario (AOO) are looking to fill the critical role of Fisheries & Wildlife Management Advisor. This position will have the unique and groundbreaking opportunity to support the Algonquin Negotiation Representative (ANRs) in their ongoing efforts to rebuild and revitalize the Algonquin Nation through the negotiation towards and implementation of a modern-day Treaty, while also working to enhance the Algonquin presence across the unceded AOO Settlement Area.

The Fisheries and Wildlife Management Advisor to provide input into the review and development of natural resources management policies, legislation, programs, standards, and guidelines for the Algonquins of Ontario. This position 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.

### **About Us**

The 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 provide 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.

### **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 current government strategic directions, existing resource management policies and applicable resource legislation including, but limited to, Fish and Wildlife Conservation Act, Migratory Birds Act, Fisheries Act and Regulations, Canadian Wildlife Act, Environmental Assessment Act, Lakes and Rivers Improvement Act, Green Energy Act, Crown Forest Sustainability Act, Species at Risk Act, and Endangered Species Act, Section 35 of the Constitution Act.
- 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 policies internal and external policies



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- Proven technical fisheries and wildlife field research skills and abilities including the ability to examine and assess materials, 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 and hunting and trapping regulations, the process of determining tag allocations, and harvest quota setting for fishing hunting, and trapping purposed.
- Strong Communication Skills: This position requires giving professional advice or direction to other employees of the organization which would involve 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 within the unceded AOO Settlement Area 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 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 sensitivity with a wide variety of people and complex issues.
- Can respond quickly in a dynamic, fast-paced, and changing environment.
- Can work independently and in a team environment.

### **Additional Requirements:**

- Bachelor's degree with relevant training or master's in biology, Ecology, Environmental Science 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.).



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- **Please note that based on the Ontario Vaccination Passport, proof of full vaccination against COVID-19 is required for in office and offsite work.**

### Benefits

- **The rewards are plentiful!** Not only do you get to be part of historic and ground-breaking modern-day treaty that will leave a lasting impact with the Algonquin communities, but we also have a developed compensation range for this position (**\$60,500 - \$70,136.08**) and are at a time of critical growth.
- **Be proud of where you work.** The Teachings of the Seven Grandfathers below are the guiding principles of the Algonquins of Ontario.
  - **Kwayakoziwin: Honesty:** Honesty in facing a situation is to be brave.
  - **Tabasenindizowin: Humility:** Humility is to know yourself as a sacred part of Creation.
  - **Manàdjiyàn: Respect:** To honour all Creation is to have respect.
  - **Sòngideyewin: Bravery:** Bravery is to face the foe with integrity.
  - **Nibwàkàwin: Wisdom:** To cherish knowledge is to know wisdom.
  - **Sàgihidiwin: Love:** To know Love is to know peace.
  - **Tebwewin: Truth:** Truth is to know all of these things.
- **We care about you.** Health and dental benefits, RRSPs, life and long-term disability insurances are just a few ways to show you that your well-being matters to us.
- **We work hard but also understand the importance of balance.** We operate on a standard of thirty-five (35) hours per week, recognize thirteen (13) statutory holidays, provide three (3) weeks of vacation to start and ten (10) paid personal days each year.

### Interested in Learning More...

Please visit our website, [www.tanakiwin.com](http://www.tanakiwin.com) and current opportunities to learn more about the Algonquins of Ontario.

### 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 2:00 PM on Friday, February 11<sup>th</sup> 2022, to [recruitment@tanakiwin.com](mailto: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.



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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.