



# Algonquins of Ontario Consultation Office Job Posting

## *Parks and Protected Areas Advisor*

The Algonquins of Ontario (AOO) is seeking a Parks and Protected Areas Advisor to provide Crown land use, resource management, and environmental assessment support, advice, and input to broad-scale and/or landscape-level projects for the AOO.

<b>Position Title:</b>	<b>Parks and Protected Areas Advisor</b>
<b>Reports to:</b>	<b>Natural and Cultural Resource Strategist</b>
<b>Location:</b>	<b>Pembroke, Ontario, Canada</b>
<b>Salary:</b>	<b>\$60,500.00 – \$70,136.08 per annum</b>
<b>Benefits:</b>	<b>Competitive benefits package including Group Medical Plan and generous vacation and working hours.</b>
<b>Position Type:</b>	<b>Full-Time</b>

### 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 Parks and Protected Areas Advisor will coordinate and participate in AOO engagement activities with multi-disciplinary teams for the Parks and Protected Areas located within the unceded Algonquin Traditional Territory. In addition, the position is responsible for the planning for and monitoring of ecological integrity by participating in resource management and land use management processes.

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.



# Algonquins of Ontario Consultation Office Job Posting

## *Parks and Protected Areas Advisor*

### Position Responsibilities

The following summarizes the responsibilities of the position:

- Serve as the AOO technical and project lead on matters related to Parks and Protected Areas as identified in the Negotiations 5 Year Work Plan.
- Lead and coordinate AOO engagement in the management planning for Parks and Protected Areas, including the development and/or amendment and/or review of Management Directions, Secondary Plans, Natural Heritage Education Programs, and other relevant strategic directions.
- Identify appropriate Parks and Protected Areas management objectives consistent with AOO principles, values, and interests as well as provincial and federal legislation, regulations, policies, and processes (i.e., Provincial Parks and Conservation Reserves Act, Ontario Protected Areas Planning Manual, Public Lands Act, Canada National Parks Act Species at Risk Act, Endangered Species Act, Fish and Wildlife Conservation Act, Section 35 of the Constitution Act).
- Lead the AOO's input and review of land use and resource management policy documents, broad scale or landscape level projects, proposals, and environmental assessment documents relevant to Parks and Protected Areas.
- Obtain and assess input from technical and professional specialists, synthesizing, analyzing, and consolidating input to prepare reports and recommendations (e.g., accept, reject, approve with modifications, mitigate negative impacts etc.).
- Accurately document and synthesise Indigenous land use values and traditional knowledge data and incorporate into Parks and Protected Areas management objectives.
- Identify potential conflicts and adverse impacts between Parks and Protected Area management objectives and Algonquin rights and develop mitigation and or accommodation measures to address impacts.
- Lead on going engagement with Ontario Parks Algonquin Zone and Southeast Zone and review and provide input regarding Long Term Capitol Projects
- Develop an AOO Parks and Protected Areas Usage Guide in order to create consistent understand and application of rules and guidelines pertaining to Algonquin usership of Parks and Protected areas within the AOO Settlement Area (e.g., Fee/permit activities versus no fee/permit activities).
- Facilitate the delivery of land use planning, resource management planning activities (including natural heritage) and provide guidance and/or training to ANRs, technical advisors, project teams, staff as well as relevant external parties.
- Prepare draft correspondence on a wide range of planning issues as related to Parks and Protected Areas.
- Coordinate consultation with Algonquin communities and participate in broader public consultation when appropriate on land use and resource management plans, projects, and issues to determine and communicate Algonquin interests and/or positions on management directions for Parks and Protected Areas within the territory.
- Support the development of revised or new planning policies, operational guidelines, and procedures for relevant Parks and Protected Areas by participating as a team member of regional or divisional projects, including monitoring the implementation of program and policy changes and reporting their effect on land use planning and resource



# Algonquins of Ontario Consultation Office Job Posting

## *Parks and Protected Areas Advisor*

management within the designated Parks and Protected Areas located in the AOO Settlement Area.

- Support the development of AOO Land Management Plans for three large Algonquin Nation Park lands.

### About You

You are a Natural 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 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, Environmental Bill of Rights, Fisheries Act, Fish and Wildlife Conservation Act, Crown Forest Sustainability Act, Aggregate Resources Act, Mining Act and recognized provincial guidelines and processes.
- Has superior analytical, research, and problem-solving skills, providing attention to detail.
- Has proven decision-making abilities in the assessment of proposals or plans; including determining key information and data sources for issue identification and making recommendations for approval conditions for large-scale or landscape land/resource use proposals.
- Has experience conducting reviews of land use/resource management strategies, plans, and environmental assessments.
- Has excellent interpersonal skills, with the ability to lead group discussions and facilitate positive outcomes at meetings and in other settings.
- Has experience with consensus building and working 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.
- Moderate skills with Geographic Information Systems software and GPS technology.
- Can prioritize and manage conflicting demands.
- 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.



# Algonquins of Ontario Consultation Office Job Posting

## *Parks and Protected Areas Advisor*

- 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-Sibi<sup>1</sup> 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.
- ***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.

### 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?

---

<sup>1</sup> *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"*



## **Algonquins of Ontario Consultation Office Job Posting** *Parks and Protected Areas Advisor*

---

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

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.