



# Community Conservation Planner

Posted December 6, 2021

Deadline for applications **January 31, 2022**

**The ʔehdzo Got'İnə Gots'ė Nákedı (Sahtú Renewable Resources Board – SRRB) is hiring a Community Conservation Planner for a one year period, with the possibility of extension.**

## Background

The SRRB is mandated to address objectives of the Sahtú Dene and Métis Comprehensive Land Claim Agreement (SDMCLCA) related to wildlife, landscapes and harvesting.<sup>1</sup> The Sahtú region of the Northwest Territories is blessed with rich cultural and ecological diversity, indicated by the diverse Dene dialects, histories and landscapes of the region. Accordingly, the scope of the SRRB's work is biocultural, addressing core SDMCLCA objectives, Article 8(j) of the international Convention on Biodiversity,<sup>2</sup> the United Nations Declaration on the Rights of Indigenous Peoples,<sup>3</sup> and Calls to Action of Canada's Truth and Reconciliation Commission.<sup>4</sup>

The SRRB has adopted a hıdó gogha sėnégots'ızá (community conservation planning – CCP) approach, and works closely with harvesters, leadership organizations, and youth in the five communities of the Sahtú region to implement this mandate. CCP is an adaptation of the Healthy Country Planning model developed by Australian Indigenous peoples.<sup>5</sup> The CCP system involves innovative cross-cultural, decolonizing/reconciliation, on the land and youth-centred approaches, and supports training, leadership development, and jobs for Sahtú beneficiaries.<sup>6</sup>

We work closely with local harvesting committees (ʔehdzo Got'İnə - Renewable Resources Councils) in the five communities of the Sahtú region, with regional forums including the Nę K'ə

---

<sup>1</sup> [www.aadnc-aandc.gc.ca/eng/1100100031147/1100100031164](http://www.aadnc-aandc.gc.ca/eng/1100100031147/1100100031164). Core, overarching objectives of the SDMCLCA are those in chapter 1. SRRB responsibilities are defined in chapters 13 and 14.

<sup>2</sup> "Subject to national legislation, respect, preserve and maintain knowledge, innovations and practices of indigenous and local communities embodying traditional lifestyles relevant for the conservation and sustainable use of biological diversity and promote their wider application with the approval and involvement of the holders of such knowledge, innovations and practices and encourage the equitable sharing of the benefits arising from the utilization of such knowledge innovations and practices." [www.cbd.int/traditional](http://www.cbd.int/traditional)

<sup>3</sup> [www.un.org/development/desa/indigenouspeoples/declaration-on-the-rights-of-indigenous-peoples.html](http://www.un.org/development/desa/indigenouspeoples/declaration-on-the-rights-of-indigenous-peoples.html)

<sup>4</sup> [www.trc.ca](http://www.trc.ca)

<sup>5</sup> [www.natureunited.ca/what-we-do/our-priorities/investing-in-people/healthy-country-planning](http://www.natureunited.ca/what-we-do/our-priorities/investing-in-people/healthy-country-planning)

<sup>6</sup> To date, three community conservation plans have been developed by Sahtú communities: Délıne's *Belare Wile Gots'ė ʔekwé – Caribou for All Time* plan (2016), Colville's *Dehlá Got'İnə ʔada Plan*, and the *Nıo Nę P'ęnė Begháre Shúhta Goʔepé Narehıá – Trails of the Mountain Caribou* plan that was forged through a partnership of Tulı́t'a, Norman Wells and neighbouring Tu ııdlini (Ross River) Dena (Yukon Territory). These three plans are available on the SRRB's public registry for the Colville 2020 Public Listening session at [www.srrb.nt.ca](http://www.srrb.nt.ca).

Dene Ts'ı́ıı - Living On the Land Forum, Sahtú Youth Network, and Gender Working Group, and with cross-regional forums in conservation of wildlife, landscapes and Indigenous ways of life.

During 2020-2025, the centrepiece of CCP activities in the Sahtú region are a series of Public Listening Sessions (Hearings - PLS) on five “hot topics” addressing the central question, “What is the most effective way to conserve caribou?” The five sessions will address knowledge and conservation actions related to the three ecotypes of caribou that inhabit or travel through the Sahtú region: ɛkwé/ɛədə (barren-ground caribou), tɔdzı (boreal caribou) and shúhta ɔɔɛpé/shíhta ɔɔədə (mountain caribou).

For more information about the 2020 and 2021 PLS, see the SRRB’s public registry at [www.srrb.nt.ca](http://www.srrb.nt.ca). The following are the five hot topics to be addressed:

- Harvest regulation (2020)
- Predators and competitors (2021)
- Wildfires and climate change (2022)
- Knowledge about caribou and landscapes (2023)
- Caribou and the mixed economy (2024)

The PLS series will be iterative, with unresolved questions from previous sessions being addressed as they arise. Each PLS will involve engagement with all parties, CCP training, and support for preparation of community submissions; event coordination in collaboration with the hosting community; SRRB Board activities to prepare for the PLS including evaluation of CCPs, issue scoping and preparing questions for the parties, and following the PLS, weighing evidence, preparing findings of fact, decisions and recommendations, and compiling reports with reasons; and public communication about the PLS process.

## Position Description

The successful candidate will coordinate implementation of the SRRB’s workplan regarding community conservation planning, with a focus on the linked areas of tɔdzı (boreal caribou) range planning and forest planning. This position will work closely with other SRRB staff and other partners. It is expected that training support will be provided as needed. Salary will be based on qualifications, ranging between \$77,435 and \$97,325, plus benefits and Northern Allowance.<sup>7</sup>

The position is located in the beautiful community of Tulít’a, “Where the Rivers Meet.” More information about the SRRB can be found at [www.srrb.nt.ca](http://www.srrb.nt.ca), and further insights into interests and activities of the Board are at [www.facebook.com/SahtuWildlife](https://www.facebook.com/SahtuWildlife).

---

<sup>7</sup> Northern Allowance rates for Tulít’a may be found at <https://my.hr.gov.nt.ca/sites/myhr/files/2020-2021%20UNW%20Northern%20Allowance%20Rates.pdf>.

## Major Duties

Working under direction of the Executive Director, and in coordination with other staff, the successful candidate will oversee implementation of the SRRB's workplan for Community Conservation Planning, including:

- Support community-led development of CCP components, as well as related engagement, training, and evaluation as needed by Sahtú communities.
- Manage the development of user-friendly tools and guides to support CCP processes.
- Provide facilitation and technical support for CCP implementation, including support for research, monitoring, stewardship and evaluation activities.
- Assist with preparing proposals, reports, planning documents, correspondence, and public communication materials related to CCP.
- Coordinate and facilitate linked ṯoḏzi range planning and forest planning activities within the Sahtú region, including support for Technical Teams and Working Groups in each community, and coordination with other stakeholders.
- Support the coordination of the NWT Community of Practice for Healthy Country Planning / Community Conservation Planning
- Assist in developing a program and funding framework to support a sustainable CCP system in the Sahtú.
- Other duties as directed by the Executive Director from time to time.

## Qualifications - Required

- Minimum of Master's Degree in planning or a field relevant to the position, or an equivalent combination of education and experience
- Experience working with community organizations in cross-cultural contexts
- Experience with community-led participatory planning processes and project management
- Experience in facilitation of community and stakeholder engagement
- Demonstrated ability to work effectively and collaboratively with people of various backgrounds
- Excellent written and oral communication skills
- Well-organized, able to plan and work independently and in teams
- Sound understanding of environmental and Indigenous issues

## Qualifications - Assets

- Experience in guiding and implementing community-led plans
- Experience in Indigenous planning methodologies and protocols
- Experience in research, data analysis, and/or monitoring and evaluation

- Experience in mentoring, education, or training
- Experience working in the context of modern land claims and/or Indigenous co-management organizations
- Land use, forest, and climate change planning experience
- Database and data analysis skills
- Mapping and spatial analysis skills
- Knowledge of best practices in Indigenous ecological stewardship
- Knowledge of data management protocols and skills

## Working Conditions

**Physical demands:** The incumbent will take part in on the land training activities. This will involve physical demands related to land travel, walking, or travelling by snow machines or boats or all-terrain vehicles.

**Environmental conditions:** Considerable time spent inside an office, on the land training activities, and travel to communities for meetings can provide for intense environmental conditions.

**Sensory demands:** On the land activities involve keen sensory inputs, hearing, seeing, smelling and tactile, and require heightened awareness for safety. Attending meetings and conducting workshops may overload the senses at times.

**Mental demands:** The work may at times be stressful and is subject to public scrutiny. Cross-cultural awareness and sensitivity is required. Conflict resolution skills are required in handling situations where strong opposing points of view are prevalent. It may be necessary to share accommodations. Multi-tasking to manage multiple projects under time constraints is required. Attention to detail in working with evidence, report writing and public communications is essential. Presenting to the parties and the public is required. Duty travel, long hours of field work and in office may impact work life balance with family and may cause additional stress.