



Conservation Planner

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Background

The ʔehdzo Got'Inę Gots'ę Nákedı (Sahtú Renewable Resources Board – SRRB) is mandated to address objectives of the Sahtú Dene and Métis Comprehensive Land Claim Agreement (SDMCLCA)¹ related to wildlife, landscapes and harvesting. The Sahtú 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,² the United Nations Declaration on the Rights of Indigenous Peoples,³ and Calls to Action of Canada's Truth and Reconciliation Commission.⁴

The SRRB has adopted a hı́dó gogha séné́gots'ı́á (planning for the future – PFF) approach and works closely with harvesters, leadership organizations, and youth in the five communities of the Sahtú Region, Northwest Territories to implement this mandate. The PFF approach involves innovative cross-cultural, decolonizing/reconciliation, on the land and youth-centred approaches, and supports training, leadership development, and jobs for Sahtú beneficiaries. To date, three community conservation plans have been developed by Sahtú communities: Délı́nę's *Belare Wı́le Gots'ę ʔekwé – Caribou for All Time* plan (2016), Colville's *Dehlá Got'Inę ʔadá Plan*, and the *Nı́o Nę P'ęnę Begháré Shúhta Goʔepé Narehǎá – Trails of the Mountain Caribou* plan that was forged through a partnership of Tulı́'ta, Norman Wells and neighbouring Tu ı́dlı́ni (Ross River) Dena (Yukon Territory).⁵

We work closely with local harvesting committees (ʔehdzo Got'Inę - Renewable Resources Councils) in the five communities of the Sahtú Region, Northwest Territories, with regional forums including the Nę K'ǎ Dene Ts'ı́ı - Living On the Land Forum, Sahtú Youth Network, and with cross-regional forums in conservation of wildlife, landscapes and Indigenous ways of life.

¹ www.aadnc-aandc.gc.ca/eng/1100100031147/1100100031164

² "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

³ www.un.org/development/desa/indigenouspeoples/declaration-on-the-rights-of-indigenous-peoples.html

⁴ www.trc.ca

⁵ These three plans are available on the SRRB's public registry for the Colville 2020 Public Listening session at www.srrb.nt.ca.

During 2020-2025, the centrepiece of SRRB activities in the Sahtú region are a series of Public Listening (Hearing) Sessions 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: barren-ground, boreal and mountain caribou.

For more information about the Public Listening Sessions 1, 2 and 3, see the SRRB’s public registry at www.srrb.nt.ca. The following are the five hot topics to be addressed:

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

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, PFF 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 PFFs, 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 support the implementation of the SRRB’s workplan regarding PFF. This position will work as part of a team, with one other planner. It is expected that training support will be provided as part of this position. Salary will be based on qualifications, ranging between \$77,607 and \$90,691, plus benefits and Northern Allowance.⁶

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, and further insights into interests and activities of the Board are at www.facebook.com/SahtuWildlife.

Major Duties

Working under direction of the Senior Planner, the successful candidate will support implementation of the SRRB’s workplan for PFF, including:

⁶ 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>.

- Support community-led development of community plans, including engagement, training, and evaluation.
- Assist with the development of user-friendly tools, including planning guides, plain language literature reviews, map resources and other materials for supporting PFF processes.
- Assist with preparing public notices and communication materials. Provide technical support for PFF implementation, including support for research, facilitation, monitoring, and stewardship activities.
- Assist with preparing proposals, reports, planning documents, correspondence, and public communication materials related to PFF.
- Assist in developing a program and funding framework to support a sustainable PFF approach in the Sahtú.
- Support range planning activities within the Sahtú
- Other duties as directed from time to time.

Qualifications - Required

- Minimum of Master's Degree in 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 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 with implementing community-led plans
- Experience in mentoring, education or training
- Experience in research, data analysis, and/or monitoring and evaluation, including but not limited to Indigenous planning methodologies and protocols for decolonizing planning
- Experience working in the context of modern land claims and/or Indigenous co-management organizations
- Database and data analysis skills
- Mapping and spatial analysis skills
- Knowledge of best practices in Indigenous ecological stewardship, Indigenous community planning, and decolonizing planning

- 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.