



# Community Conservation Planner

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*NOTE: The SRRB is considering hiring a Community Conservation Planner for a one year period, with the possibility of extension.*

## 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)<sup>1</sup> 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,<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 sénéęots'ı́á (community conservation planning – CCP) approach and works closely with harvesters, leadership organizations, and youth in the five communities of the Sahtú Region, Northwest Territories 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. To date, three community conservation plans have been developed by Sahtú communities: Délıne's *Belare Wıle Gots'ę ʔekwé – Caribou for All Time* plan (2016), Colville's *Dehlá Got'Inę ʔadá Plan*, and the Nıo Nę P'ęné Begháre Shúhta Goęepé Narehı́á – *Trails of the Mountain Caribou* plan that was forged through a partnership of Tulı́'a, Norman Wells and neighbouring Tu ı́dlini (Ross River) Dena (Yukon Territory).<sup>6</sup>

<sup>1</sup> [www.aadnc-aandc.gc.ca/eng/1100100031147/1100100031164](http://www.aadnc-aandc.gc.ca/eng/1100100031147/1100100031164)

<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> 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).

We work closely with local harvesting committees (ʔehdzo Got'ɪnɛ - Renewable Resources Councils) in the five communities of the Sahtú Region, Northwest Territories, with regional forums including the Nę K'ə Dene Ts'ɪɪ - Living On the Land Forum, Sahtú Youth Network, 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 (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 2020 and 2021 Public Listening Sessions, 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 for the PLS series as described above. It is expected that training support will be provided as part of this position. 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).

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<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 on a team with other staff team members, the successful candidate will oversee implementation of the SRRB's workplan for the PLS series, including:

- Prepare public notices and communication materials.
- Administer contribution agreements with parties to support their participation in the PLS.
- Support community-led development of CCP components related to PLS hot topics, as well as related engagement, training and evaluation.
- Develop user-friendly toolboxes, including plain language literature reviews, map resources and other materials for supporting CCP processes.
- Provide technical support for CCP implementation, including support for research, monitoring, and stewardship activities.
- Prepare proposals, reports, planning documents, correspondence, and public communication materials related to CCP.
- Provide oversight and training of an SRRB Intern.
- 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 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
- 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, monitoring, and/or evaluating community-led plans
- Experience in mentoring, education or training
- Experience in Indigenous planning methodologies and protocols

- Experience working in the context of modern land claims and/or Indigenous co-management organizations
- Knowledge of best practices in Indigenous ecological stewardship
- Knowledge of environmental law and policy
- Data management and data analysis skills
- Mapping and spatial analysis 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.