



# Research Manager – Nío Nę P'ęnę Hub

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*NOTE: The SRRB is considering hiring a Nío Nę P'ęnę – Trails of the Mountain Caribou Hub Research Manager 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.<sup>2</sup> 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>3</sup> the United Nations Declaration on the Rights of Indigenous Peoples,<sup>4</sup> and Calls to Action of Canada's Truth and Reconciliation Commission.<sup>5</sup>

The SRRB has adopted a hıdó gogha sęnęgots'ızá (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>6</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.

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

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

<sup>2</sup> [www.srrb.nt.ca](http://www.srrb.nt.ca)

<sup>3</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>4</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>5</sup> [www.trc.ca](http://www.trc.ca)

<sup>6</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)

The SRRB is mandated to work with co-management partners in conducting Indigenous knowledge and science research to support wise decisions and inform community conservation plans. The SRRB also supports community-led Nę K'édíke – Keepers of the Land (Guardian) initiatives, including employment of Nę K'édíke in on the land research and monitoring activities.

During 2020-2025, the centrepiece of research and CCP activities in the Sahtú region are a series of formal ʔełets'éhkwę Godı (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 caribou ecotypes of caribou that inhabit or travel through the be iterative, with unresolved questions from previous sessions being addressed as they arise. The 2020 PLS 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 SRRB has also facilitated establishment of the Nío Nę P'ęñé – Trails of the Mountain Caribou Hub to facilitate research and conservation planning initiatives along the mountain corridor spanning mountain caribou landscapes and communities from the Gwich'in region southward to the Dehcho region in the Northwest Territories, and westward into the Yukon Territory. The Hub brings together 20 partners, including community organisations, governments, universities, and non-governmental organisations. The Hub will build on ongoing collaborative research based in the Sahtú region.<sup>7</sup> Primary research components to the Hub program, including caribou genomics,<sup>8</sup> landscape change<sup>9</sup>, and environmental governance, including participatory research

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<sup>7</sup> [canadianmountainnetwork.ca/nio-ne-pene-trails-of-the-mountain-caribou](http://canadianmountainnetwork.ca/nio-ne-pene-trails-of-the-mountain-caribou).

<sup>8</sup> [www.genomecanada.ca/en/caribou-genomics-national-non-invasive-monitoring-approach-iconic-model-species-risk](http://www.genomecanada.ca/en/caribou-genomics-national-non-invasive-monitoring-approach-iconic-model-species-risk).

<sup>9</sup> For example, Kennedy, B., Pouliot, D., Manseau, M., Fraser, R., Duffe, J., Pasher, J., Chen, W., Olthof, I. 2020. Assessment of Landsat-based terricolous macrolichen cover retrieval and change analysis over caribou ranges in northern Canada and Alaska. *Remote Sensing of Environment*, 240, 111694.

related to Indigenous Protected Areas,<sup>10</sup> Indigenous Guardian programs,<sup>11</sup> and sustainable livelihoods<sup>12</sup> in the mountains.

## Position Description

The successful candidate will manage the multi-disciplinary research and knowledge exchange and mobilization program of the community-led Nío Nę P'ęné – Trails of the Mountain Caribou Hub, including presentations of relevant research and conservation planning outcomes at Public Listening Sessions. It is expected that training support will be provided as part of the Research Manager position, and there will be plenty of opportunities for professional development in association with partner academic institutions. Salary will be based on qualifications, ranging between \$77,435 and \$97,325, plus benefits and Northern Allowance.<sup>13</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).

## Major Duties

Working under direction of the Executive Director and with guidance from the Nío Nę P'ęné Hub Steering Committee, the successful candidates will:

- Manage and facilitate collaborative research and monitoring projects as well as related engagement, planning and evaluation.
- Liaise with research partners and facilitate collaboration with research specialists as required.
- Collaboratively develop plain language presentations and assist in communicating research processes and outcomes.
- Provide technical support for information management, archiving and the online Sahtú library.
- Prepare proposals, reports, planning documents, correspondence, and public communication materials.
- Train community researchers and Nę K'édíke.
- Provide oversight and training of an SRRB intern and other research trainees, including university students.

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<sup>10</sup> See Indigenous Circle of Experts, 2018. We rise together. Achieving Pathway to Canada Target 1 through the creation of Indigenous Protected and Conserved Areas in the spirit and practice of reconciliation.

[www.conservation2020canada.ca/ice-resources](http://www.conservation2020canada.ca/ice-resources).

<sup>11</sup> See [www.indigenousguardianstoolkit.ca](http://www.indigenousguardianstoolkit.ca).

<sup>12</sup> See the Action Plan at <https://www.enr.gov.nt.ca/en/services/sustainable-livelihoods-action-plan-public-engagement>.

<sup>13</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>.

- Assist in developing funding proposals to address regional and local research needs in the Nío Nę P'ęńę Hub area.
- 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 equivalent experience
- Research and/or monitoring experience with community organizations in cross-cultural contexts
- 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 facilitation
- Experience in land-based field research
- Experience in mentoring, education or training
- Experience in project management
- Experience working in the context of modern land claims and/or Indigenous co-management organizations
- Knowledge of Indigenous research methodologies and protocols
- Data management and data analysis skills
- Mapping and spatial analysis skills
- Wilderness First Aid and other certifications associated with on the land safety skills

## Working Conditions

**Physical demands:** The incumbent will take part in various field studies and 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, field studies and on the land training activities, and travel to communities for meetings can provide for intense environmental conditions.

**Sensory demands:** Fieldwork involves keen sensory inputs, hearing, seeing, smelling and tactile, and requires heightened awareness for safety. Research, 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 conducting research, data entry, data analysis, report writing and public communications is essential. Presenting to the public, to peers and scientists is required. Duty travel, long hours of field work and in office or lab may impact work life balance with family and may cause additional stress.