

Position Description

Director, Indigenous Relations

INTRO

The Director of Indigenous Relations provides leadership and direction for all Canadian Nuclear Laboratories (CNL) Indigenous relationship and capacity-building activities. The incumbent is responsible for developing and directing an overall strategic program, reflective of a commitment to Reconciliation, focused on opportunities for Indigenous communities to engage with CNL on the unique aspects of CNL's science and technology programs that support environmental remediation, clean energy and healthy Canadians.

Working closely with senior management from CNL and AECL, the Crown corporation that provides oversight for CNL, the incumbent will develop and lead proactive and reactive relationship-building strategies that result in meaningful relationships and successful, ongoing engagement with Indigenous communities and organizations in territories where CNL conducts its operations.

The incumbent will have the courage to challenge and inspire CNL to meet its responsibilities and commitments, enhancing relationships with the Indigenous peoples in the territories where we operate, while ensuring that CNL Indigenous engagement efforts meet or exceed regulatory requirements.

This role has significant impact on enabling CNL to meet its key objectives and deliver initiatives – i.e. major project delivery.

DUTIES

Responsible for developing and maintaining CNL's Indigenous Relations program including the integration of ongoing engagement activities. The role is critical in supporting the achievement of CNL medium term (6 - 48 months) corporate objectives.

Requires ability to synthesise core indigenous relations information from multiple organizational sources (project, corporate, executive, government) and deliver a fully integrated Indigenous Relations program.

Responsible for providing strategic direction regarding Indigenous inclusion, employment and retention and Indigenous economic participation and procurement opportunities.

Develops and maintains close internal relationships with the Human Resources, Law and Regulatory Affairs, Environment, Procurement and other interdisciplinary groups that can affect and influence Indigenous relations.

Coordinates internal cultural awareness training to increase the collective level of Indigenous understanding across the organization.

Responsible for the effective utilization of the financial and human resource requirements for the Indigenous Relations program.

Role has significant impact in enabling the organization's ability to engage and align staff on key objectives and initiatives – i.e. major project delivery.

Establishes annual operational budget, and approves all expenditures related to engagement and capacity building agreements (Long Term Relationship, Memorandums of Understanding, Capacity agreements etc.)

Interface with Indigenous communities and organizations, government officials (local, provincial, federal) external consultants, organizations and their executives, Canadian Nuclear Association (CNA), Candu Owners Group (GOG), and Organization of Canadian Nuclear Industries (OCNI).

Executive team level, project and at all staff levels within the organization. Importance of the effectiveness of the relationships lies in the incumbent's ability to improve understanding and align on key objectives and initiatives. Establishment and maintenance of this internal network is critical to the success of key CNL Indigenous initiatives.

QUALIFICATIONS

Education

Post-secondary degree in a relevant area of study (e.g. Indigenous studies, equity studies, social sciences), a graduate degree is considered an asset as is the equivalent combination of education and related professional and community experience.

Experience

Minimum 10 years' of demonstrated leadership in effectively advancing Indigenous initiatives with evidence of relationship building and demonstrated durable change in indigenous engagement, capacity building and participation.

Demonstrated experience with best evidence-based and/ or traditional practices in indigenous engagement, agreement implementation and management.

Preference may be given to applicants who self-identify as having Indigenous heritage (First Nations, Metis or Inuit).

Abilities and Skills

In-depth knowledge of the history of Indigenous peoples in Canada, treaties and relevant case law, and the regulatory process as it pertains to Indigenous engagement. Preference will be given to candidates with experiential knowledge of Indigenous peoples, culture and history.

Demonstrated experience as a relationship builder and trusted liaison, by demonstrating integrity and being authentic, collaborative, inclusive, and a creative problem solver.

Ability to connect and promote collaborative engagement with a variety of Indigenous communities, organizations, and interests in a culturally appropriate way.

Understanding of traditional use studies and their meaningful integration and consideration in projects and operations.

Experience with Indigenous knowledge systems and values and the ability to provide guidance and support on cultural context and protocol across CNL.

High-level strategic thinking combined with attention to detail in executing programs.

Strong interpersonal, communication, negotiation and presentation skills, including an ability to demonstrate tact and diplomacy when managing issue-related conflicts and negotiations.

Ability to develop focused and actionable agreements and engagement plans in a cross-cultural setting that are both in support of a growing/changing organization and to the satisfaction of all parties involved.

Demonstrated ability in coaching and developing others, and serving as a mentor.

Direct working knowledge and understanding of a science and technology organization with nuclear licensed facility operations.

Exceptional writing skills along with strong presentation and oral communication skills. The ability to work under tight deadlines is essential.

In-depth understanding of corporate indigenous relations principles, strategies, policies and procedures as they relate to reconciliation and engagement.

Ability to lead by example, to be decisive and able to manage/facilitate cross-functional teams and drive projects from development to execution.

Able to allocate resources effectively.

Powerful interpersonal skills; experience in a relationship-based position that requires engaging with many stakeholders and requires effective communication skills to influence outcomes.

Ability to manage multiple projects through highly effective organizational skills.

Proficient in the use of Microsoft Office Suite.

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