

The MMTP Monitoring Committee is a group made up of participants from Indigenous communities and groups across southern Manitoba and Ontario, Manitoba Hydro and Manitoba Sustainable Development. This Committee is currently hiring positions to monitor work on Manitoba Hydro's Manitoba-Minnesota Transmission Project.

Please submit job application as per the application requirements described below to scoughlin@hydro.mb.ca by September 27, 2019.

Position Title: Traditional Monitor

Number of Positions: 1

Start Date: The start date and schedule for this position is flexible.

End Date: End of project construction + opportunity for additional time commensurate with scope of monitoring program

Hours: Part time position with opportunity for hours to reflect monitoring program set out by Traditional Monitor

Pay: An agreement would be made with the the Indigenous community of the successful candidate for \$28/hour

Goal of Position

In fulfillment of the Goal 2¹ of the MMTP Monitoring Committee, the primary role of the Traditional Monitor is as follows:

- To provide an Indigenous perspective during construction of the Manitoba-Minnesota Transmission Project and implementation of environmental protection measures
- To share knowledge and develop trust between Indigenous and non-Indigenous construction personnel and gain an understanding of the environmental mitigation being implemented
- To develop a monitoring program that meets Goal 2 of the MMTP Monitoring Committee and monitor those values outlined in that plan;

Application Requirements

- We are seeking First Nations and Metis candidates
- Personal knowledge and intimate experience of Indigenous customs and cultures
- A good understanding of being around construction sites.
- Knowing the land, plants, the outdoors and familiar with seasons and how to fix animals, plants and nature
- Resume of experience and educational background
- References of 2 individuals from their nation, preferably from previous work experience
- Demonstration through a cover letter of how you would meet the below listed qualifications:

¹ The land and water is respected as we use our knowledge to monitor its health

Qualifications for Traditional Monitor

- Ability to share and understand Indigenous world views
- Understanding of traditional knowledge, with a particular focus on traditional plants.
- Knowledge and a willingness to understand the values and concerns raised through traditional knowledge studies prepared for the MMTP by communities and organizations, including those communities that may not be your own;
- Ability and confidence to set up monitoring sites that will meet the goals of the Committee
- Ability to work outdoors and walk on rough ground conditions and conduct field assessments under all types of weather conditions;
- Ability to share knowledge and gain an understanding of the environmental mitigation being implemented;
- Willingness to help coordinate culturally-important ceremonies with MMTP Monitoring Committee participants
- Positive attitude toward the environment and the process for achieving environmental excellence on the project;
- Work with minimal supervision and to prioritize tasks for the day and effectively manage time;
- Understanding of areas of interest to MMTP Monitoring Committee members and willingness to share perspectives on these issues with the Committee and the construction team;
- Problem solving skills to aid in development of mitigation strategies and contribute to the teams resolution of issues should they arise; and
- Ability to wear appropriate weather and safety equipment consistently (Manitoba Hydro will provide personal protective equipment)

Training

Manitoba Hydro will ensure the following standard training courses are offered if the successful candidates have not yet completed them:

1. Manitoba Hydro & Contractor Safety Orientations
2. Standard First Aid with CPR
3. Manitoba Hydro Environmental Inspector Training Program
4. Role-Relevant Environment Training - Review Environmental Protection Planning documents, understanding licence and certificate conditions, report preparation for the Committee and to develop a complete understanding of the project and the environmental commitments made in the project application.
5. Receive Committee-driven training and direction

Candidates will not be eligible to work if they have not completed the above training.

Responsibilities

- Ability to get to a designated pick up location each work day at a predetermined time;
- Reporting to the Communications Monitor, the Traditional Monitor would work closely with Manitoba Hydro's Environmental Specialist and work to develop and implement a

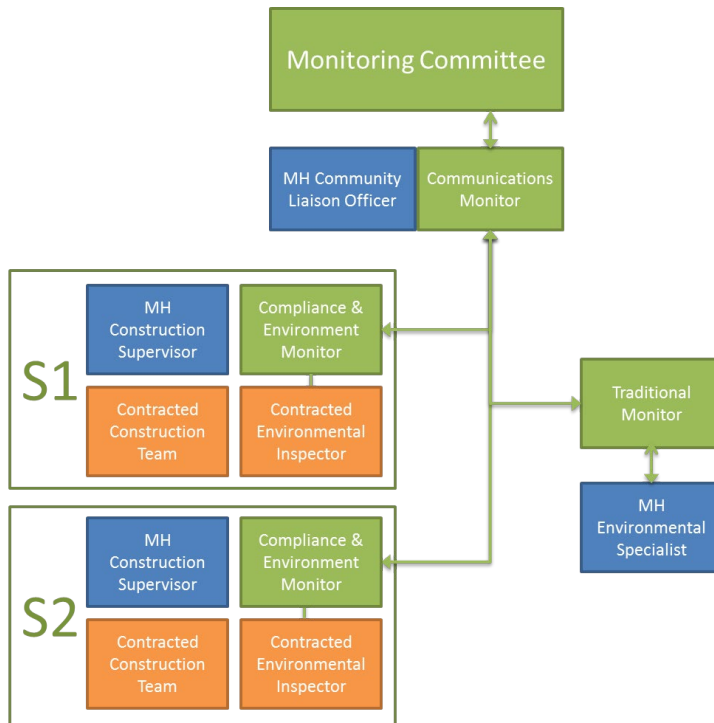
monitoring program aligned with the intent of achieving goal 2 for the MMTP Monitoring Committee;

- Seek buy-in for implementing the Traditional monitoring plan from the MMTP Monitoring Committee
- Full understanding of self-directed studies prepared by Committee member communities and organizations, the Environmentally Sensitive Sites included therein and any monitoring sites established by the Committee;
- Assist the construction team in the understanding of site specific culturally sensitive sites, customs and traditional land use locations
- Respect confidentiality of information shared by other Committee participants and sites of importance;
- Respect confidentiality of information shared by Manitoba Hydro;
- Respect property and access restrictions;
- Liaise with other inspection staff and the Communications Monitor on issues that require resolution;
- Pro-actively discuss areas of concern and ask questions to develop a full understanding of construction activities and environmental protection measures in conjunction with the contracted environmental inspector;
- Ability to follow environmental and safety programs when on site
- Share outcomes of the Traditional Monitoring program with the MMTP Monitoring Committee
- Submit reports, timesheets and expense forms to communications monitor using a predetermined template
- The Traditional Monitor may fill in or substitute for other monitoring positions if needed

Communication

- The Traditional Monitor establishes a schedule and reporting process with the MMTP Monitoring Committee Communications Monitor and Manitoba Hydro's Environmental Specialist;
- The Traditional Monitor reports regularly to the Communications Monitor so the Communications Monitor can also convey updates to the MMTP Monitoring Committee and through line management; and,
- Assist the construction team in the understanding of site specific culturally sensitive sites, customs and traditional land use locations.

Lines of Communication



Reports and Deliverables

- The Traditional Monitor communicates with the Communications Monitor with the following type of information:
 - which locations and activities were monitored and key findings from activities
 - knowledge and understandings from established monitoring sites or events that have taken place
 - reports that include daily expenses and time incurred for the day
- The Traditional Monitor will develop a reporting process that meets the needs of the Committee and communicates outcomes of endeavours.

Authority of Traditional Monitors

The Traditional Monitors will report directly to the Communications Monitor;

- The expectation will be that monitors pro-actively raise concerns with either Manitoba Hydro's Environmental Specialist or the Communications Monitor so that they can be addressed in a manner that meets requirements and respects those involved

Code of Conduct

- Respectful workplace – Manitoba Hydro's Discrimination and Harassment Free Workplace policy will be adopted