



Position title: Community Environmental Monitoring / Guardians Program Manager

Position type: Full-time, indeterminate

Location: Fort Alexander, MB

Reports to: Sagkeeng Chief and Council

Supervised by: Carl Fontaine, Pamela Perreault (Firelight), Waverley Birch (Firelight)

Salary range: Competitive, commensurate with experience

Application deadline: Position will remain open until filled

Position start date: As soon as possible

Background:

Sagkeeng Anicinabe First Nation (Sagkeeng) is an Anicinabe First Nation that holds territory in the southern part of Lake Winnipeg, Manitoba, approximately 120 kilometers north of the city of Winnipeg. Sagkeeng has a total population of 8,208 registered band members, with 3,644 living on-reserve. Sagkeeng's reserve lands are located in Fort Alexander on both the north and south shores of the mouth of the Winnipeg River. Overall, Sagkeeng's territory includes land within Treaty 1 and lands north and east of the Winnipeg River.

For years now, Sagkeeng has been identifying concerns on the land and calling for the need to put boots on the ground to identify the sources of these problems and create plans for remedying them. To do this, Sagkeeng is developing a Community Environmental Monitoring Program (or Guardians Program) with financial support from Atomic Energy of Canada Limited (AECL), Canadian Nuclear Laboratories (CNL) and the federal government's First Nations Guardians Initiative.

A significant focus of the program will be to design and implement a collaborative long-term environmental and rights-based monitoring program for Whiteshell Laboratories, including but not limited to the proposed Whiteshell Reactor #1 (WR-1) Decommissioning Project. However, activities will also extend to broader Sagkeeng interests and territory where possible and according to community priorities. The Program will act as a vehicle for environmental monitoring and adaptive management related activities, and program staff are expected to act as a trusted intermediary between the Sagkeeng community and Whiteshell Laboratories personnel.

We are in the process of developing this program and require a strong leader to help launch and manage program operations. The Program Manager will be trained to take on a long-term management role and have a wide range of duties, which include:

- Identifying priority areas and values where monitoring will take place
- Engage the youth to develop a youth mentorship program
- Facilitating collaboration and communication between Sagkeeng leadership/staff/community members and project partners (CNL, AECL, federal funders)
- Developing foundational guiding documents and resources for the program (e.g., data collection platform/protocols/equipment, strategic plan, etc.)
- Carrying out managerial duties (e.g., budgeting, reporting)

More information on required duties/responsibilities and qualifications is outlined below.

We will preferentially hire from within Sagkeeng Anicinabe membership.



Duties and responsibilities:

Program & Staff Management:

- Develop and manage annual work plans and budgets
- Identify and apply for funding to support program development
- Maintain collaboration between Sagkeeng leadership/staff/community members and project partners (e.g., CNL, AECL, federal funders) through consistent and respectful written and verbal communications
- Oversee community outreach activities (e.g., meetings, open houses)
- Oversee the development and drafting of foundational program documents, including operational handbooks, and strategic plans that prioritize community values and direction
- Support with staff Guardians recruitment, hiring, and mentorship
- Oversee the daily activities of Guardians during program implementation
- Provide guidance and direction to project contractors (e.g., environmental monitoring trainers, etc.)

Environmental Monitoring Program Development:

- Lead the development of a Strategic Plan, with support from contractors and based on guidance from Sagkeeng leadership/staff/community members
- Lead the development of an Operations Manual, with support from contractors and based on guidance from Sagkeeng leadership/staff/community members
- Identify skills gaps for staff Guardians and develop a training program
- Work with community Knowledge Holders to identify priority monitoring locations and values near Whiteshell Laboratories and more broadly, within Sagkeeng Traditional Territory
- Organize and facilitate focus groups and mapping workshops with community members, with support from contractors
- Oversee the development of data collection and management systems and tools
- Oversee the purchase and maintenance of monitoring equipment (e.g., vehicles, electronic devices, etc.)
- Manage environmental monitoring activities during program implementation
- Support staff Guardians with environmental monitoring activities, when required

Communication & Collaboration:

- Maintain strong working relationships with CNL employees and other contractors, including through regular meetings and communications.
- Build relationships with other stakeholders, such as municipalities, environmental groups, and other Indigenous Nations, and seek opportunities for collaboration
- Carry out meetings and workshops with the community, Sagkeeng staff and leadership
- Organize community events and develop outreach materials to report findings in accessible formats
- Report findings to SAFN Chief and Council and the Technical Working Group



Minimum Qualifications:

- Previous experience working with Indigenous Nations and understanding of Indigenous Knowledge
- Strong interpersonal, oral and written communication, and organizational skills
- Strong project management skills, including the ability to organize, prioritize, and plan work to meet time-based deliverables and adapt to changing expectations
- Strong qualitative and quantitative data collection, management, analysis, and reporting skills (e.g., developing and maintaining data collection and entry protocols and databases, analysing and reporting on results)
- Strong ability to lead research and report writing
- Strong working knowledge of Microsoft Office suite (Word, Excel, PowerPoint, Outlook, etc.)
- Maintain professionalism and have strong interpersonal and teamwork skills
- Maintain a high level of confidentiality
- Strong sense of initiative and good judgement
- Strong verbal and written communications
- Flexible and adaptable to changing priorities
- Ability to travel when needed; must have own vehicle and valid driver's license
- Ability to maintain a community-first perspective

Preferred Qualifications:

- Bachelor's degree or greater in a relevant field such as environmental science, natural resource management, planning, geography, or social science (or commensurate experience)
- Experience in environmental monitoring program development and implementation
- Experience supervising and managing employees
- Project management certification (PMP, or other credentials)
- Experience with Geographical Information Systems (GIS) software (ArcGIS, QGIS, Google Earth)
- Strong environmental field skills (GPS/orientation, sample collection, surveys, wilderness planning and safety)
- Membership of an Indigenous Nation, or self-identifying as Indigenous

To Apply:

In order to be considered for this position, you must submit a cover letter and resume outlining how you meet the above qualifications and how your previous experience will help you meet the job duties and responsibilities. Please also include the names and contact information for three references.

Applications should be sent either

By email: jobs@sagkeeng.ca

Or, by mail/in-Person: SETS
Box 8
Fort Alexander, MB
R0E 0P0

Benefits: To be discussed upon hiring