



445 Hayimiisaxaa Way, Hartley Bay, BC V0V 1A0
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Job Posting
Treaty Negotiator
Gitga'at First Nation, Hartley Bay, B.C.

Gitga'at First Nation is seeking candidates for a contract position of a Treaty Negotiator. This is a one-year contract position with a strong possibility for an extension.

Position Summary:

The Negotiator is responsible for leading the Treaty negotiations on behalf of the Gitga'at First Nation (GFN) to reach an Agreement in Principle. Negotiations will lead to the completion of an Agreement in Principle (AIP), including a land and cash proposal, access to and shared management of land and marine resources, and all aspects of Self-Government arrangements between GFN and the Provincial and Federal Governments, while remaining consistent with GFN's mandates, policies, and vision. The Negotiator will also ensure the protection of GFN's Aboriginal rights and title.

Key Responsibilities:

A: Negotiation

- Prepares for and leads negotiations towards an Agreement in Principle with Canada and British Columbia, under the general direction of Gitga'at's Hereditary and elected Leadership, the Chief Negotiator, and with technical support from the Gitga'at Oceans and Lands Department;
- Advances key objectives related to shared management decision-making of land and marine resources at the sub-regional and regional level;
- Participates in discussions and negotiations for Interim and Treaty Related Measures, and oversees the implementation of these measures to meet GFN's overall strategic direction;
- As a member of the Gitga'at Negotiating Team, contributes to the negotiation of potential Government to Government Agreements on resource revenue sharing with the BC Government;
- Incorporates Gitga'at values into negotiations;
- Leads the GFN Treaty Team in working group discussions;
- Supports efforts to coordinate and formalize the participation of the GFN Bands with other First Nations, governments and industry on project specific or multi-sectoral negotiation tables as required;
- Conducts table negotiations on all AIP Chapter language, ensures appropriate legal reviews are conducted, and that negotiation positions and interests reflect those of Gitga'at Leadership and the community;
- As a member of the Gitga'at Negotiating Team, contributes to shared Territory dispute resolution processes including strategic planning and implementation of interest based resolution of issues arising from Territorial disputes.

B: Political, Community and Public Relations:

- Organizes and implements regular status update meetings with GFN Leadership and ensures any action items are completed;
- Obtains and reviews negotiation mandates with GFN Leadership as necessary and ensures that negotiation mandates are approved by the Leadership Council;
- Attends meetings with Leadership as required and ensures proper reporting to GFN Leadership;
- Works to develop an understanding of industry stakeholder and other First Nation priorities around Title and Rights;
- Provides advice and other support in development of GFN Government and Comprehensive policies which facilitate sustainability and community health;
- Works with the GFN Treaty Team and Leadership in planning and carrying out regular Treaty related information and consultation activities in Prince Rupert and Hartley Bay;
- Updates Gitga'at Members in both Prince Rupert and Hartley Bay on the progress of negotiations and related issues;
- On request, supports the role of Gitga'at Leadership in treaty negotiations and, where these pertain to Treaty and/or Aboriginal rights and title related issues, in their political functions;
- Under the direction of Leadership and the Chief Negotiator meets with Ministers' offices and key officials to promote and advance the mandate of GFN;
- Under the direction of the Chief Negotiator, collaborates with other First Nation Negotiators, the First Nations Summit, the Tsimshian First Nations Treaty Society, meets with BC Treaty Commissioners and, as requested, attends First Nations Summit and Chief Negotiators' meetings;
- Supports the design and implementation of a process to approve the AIP on completion;
- Participates in and provides leadership to technical working groups at the Community, GFN, and Provincial level;

- Promotes mutual understanding and integration of Gitga’at Title and Rights into federal and provincial government decision-making, proponent-driven consultation and accommodation discussions, including Impact Benefit Agreements, and other related initiatives within Gitga’at territory;
- Provides advice and other support in development of GFN Government and Comprehensive policies which facilitate sustainability and community health; and
- On request, provides advice and support to ongoing referral and related consultation and accommodation related activities.

C: Administration:

- Drafts correspondence as needed, drafts policies as directed, ensures proper circulation of sensitive documents and takes measures to ensure confidentiality in all aspects of the role;
- When requested, participates in the development of annual GFN Strategic Planning and ensures any commitments and/or action items contained within the Annual Strategic Plan pertaining to them are completed;
- Coordinates and leads Treaty Negotiations, sets the agenda, and clearly communicates mandates;
- Keeps the both the Chief Negotiator and the Treaty Coordinator informed of sensitive and important issues and events;
- Oversees the work activities of the Treaty Coordinator and conducts weekly update meetings with the Treaty Coordinator;
- Contributes at all times to the respectful conduct of all meetings attended on behalf of the GFN;
- Adheres to the system of checks and balances for the maintenance of accurate and confidential files and records;
- Assists in the development of communication strategies for the GFN Treaty Process and participates in programs for Members and public events;
- Participates in various community, council, and committee meetings.

D. Report Writing and Research:

- Reviews available agreements, documents, position papers, submissions, discussion papers, negotiation positions and briefing documents to prepare in-depth analyses; provides monthly updates, progress reports, briefing notes and strategic advice on treaty issues; and, Provides technical written reviews on specific portfolios;
- Provides written positions and interests that are well researched, defensible and reflective of GFN mandates;
- Complies with reporting requirements by preparing and submitting regular activity reports and statistics to appropriate internal and external parties.

Job Knowledge, Skills and Abilities:

- Degree or Diploma in First Nations Studies, Aboriginal Law, Political Science or equivalent, 5+ years’ experience working with or for Band Councils, First Nations Governments and board governance structures, other First Nations, provincial and federal government departments; and other groups and negotiation of complex multi-party agreements or a combination of both Education and Experience equivalence in the above fields.
- A deep understanding of the BC treaty process and all levels of Provincial and Federal government operations;
- Ability to process and assess large amounts of information and communicate and discuss with team critical information including rationale behind decisions;
- Creates an environment where open honest communication is valued and develops strong, cooperative relationships;
- Skilled at in-depth analysis and evaluation using significant innovative thinking and creativity to find answers and using common sense and experience;
- Ability to anticipate the short and long-term consequences of strategies and develop back-up options to effectively manage potentially negative outcomes;
- Excellent written and verbal communication skills capable to write high caliber proposals reports and deliver presentations on projects for management;
- Develop and maintain the annual Treaty budget and related planning processes and ensuring staying on budget using sound financial management practices;
- High level analytical thinking and capable of identifying and organizing information to detect underlying issues;
- Capacity to recognize patterns to interpret implications, ascertain solutions and make recommendations.
- Solid planning and organizational skills with the ability to prioritize a complex and ever evolving schedule and act independently within a collaboration framework;
- High level of confidentiality and strong conflict management resolution skills;
- Positively influence stake holders to achieve the best interest of Gitga’at First Nation in respect this project;
- Understand and act ethically in all engagements on Gitga’at’s behalf as is consistent with the values and culture of the Gitga’at people;
- Work is performed in office with some travel to remote locations in adverse weather conditions, thus clean driver’s abstract;
- Tight timelines and presentation to Management and members resulting in non-standard hours of work can have some stress.

**Please apply by submitting a cover letter and resume in Word, referencing “Treaty Negotiator” to:
Gitga’at First Nation, 445 Hayimiisaxaa Way, Hartley Bay, BC V0V 1A0, or e-mail: jobs@gitgaat.ca**
Pursuant to section 41 of the BC Human Rights Code, preference may be given to applicants of Aboriginal Ancestry.

This Posting will close June 20, 2019 4:30 p.m.

Only short-listed applicants will be contacted.