



JOB POSTING

Position Title: LEAD NEGOTIATOR
Position Location: Hay River Dene Reserve

WHO WE ARE

Kát'odeeche First Nation (KFN) is a vibrant First Nation community located in Kát'odeeche Got'ı Ndee, which is the KFN traditional territory, and situated on the Hay River Dene Reserve along the shores of the Hay River and Great Stave Lake. Committed to preserving and advancing our Aboriginal and treaty rights, we are actively engaged in negotiations and consultations that shape the future of our community. Our values, goals, and objectives are deeply rooted in our rich cultural heritage.

SUMMARY OF THE ROLE

As the Lead Negotiator, you will play a pivotal role in managing and advancing Aboriginal and Treaty rights negotiations for the Kát'odeeche First Nation. Reporting directly to the KFN CEO on administrative matters and accountable to KFN Council for negotiation and consultation positions, you will lead a dedicated team in ensuring the protection and enhancement of our traditional and inherent jurisdiction.

WHO YOU ARE

We are seeking an experienced and dynamic individual with a background in political or social sciences or a related field. The ideal candidate will have considerable experience in Section 35 negotiations and consultation initiatives, along with a deep understanding of the history and current laws related to Aboriginal and treaty rights. Proven management skills, cross-cultural experience, and the ability to collaborate effectively with various stakeholders are essential.

RESPONSIBILITIES AND DUTIES

1. Initiating and Managing Negotiation and Consultation Files

- Proactively identifying, initiating, and managing negotiation and consultation files related to Aboriginal and treaty rights within KFN's traditional territory.
- Conducting thorough research and analysis to ensure comprehensive understanding and articulation of KFN's existing rights in various negotiation scenarios.

2. Liaising with Governments and Departments

- Building and maintaining effective relationships with federal, territorial, and Indigenous governments and departments.
- Engaging in strategic dialogues to advance KFN's Aboriginal and treaty rights within its traditional territory through collaborative initiatives.

3. Acting as the Lead Negotiator:

- Serving as the primary representative and lead negotiator at negotiation or consultation tables, ensuring KFN's perspectives and interests are effectively communicated and protected.
- Employing advanced negotiation skills to navigate complex discussions and facilitate positive outcomes for KFN.

4. Providing Leadership

- Providing leadership, guidance, and mentorship to negotiation employees, ensuring a cohesive and efficient team.
- Overseeing performance evaluations to ensure alignment with KFN policies and values.
- Ensuring that the team is equipped with the necessary resources and support to excel in their roles.

5. Maintaining Active Internal Communications and Engagement

- Regularly updating and informing KFN Council, the KFN CEO, and membership about the progress and developments in negotiation and consultation initiatives.
- Implementing effective communication strategies to engage membership and supporting agencies and to gather valuable input.

6. Participating in Major Negotiation and Consultation Files

- Taking a lead role in major negotiation files, including but not limited to Treaty Land Entitlement, Recognition of Indigenous Rights and Self-Determination, and Self-Government.
- Ensuring KFN's participation in key consultation files related to the NWT Inter-Governmental Council, Wood Buffalo National Park Cooperative Management Committee, and other Section 35 consultation and legal processes.

7. Utilizing Traditional Knowledge as a Guiding Framework

- Incorporating traditional knowledge as a guiding framework in all negotiation and consultation processes.
- Ensuring that the rich cultural heritage of Kátl'odeeche First Nation is respected and integrated into decision-making.

8. Carrying Out Related Duties

- Taking on additional duties as required to advance KFN's Section 35 rights and interests.
- Adapting to emerging priorities and addressing unforeseen challenges in a dynamic negotiation environment.

KNOWLEDGE, SKILLS, AND ABILITIES

- Post-secondary education in political or social sciences or a related field.
- Strong understanding of Aboriginal and treaty rights.
- Proven management skills in financial, program, and human resource management.
- Excellent oral and written communication skills.
- Cross-cultural experience, preferably in the North.
- Knowledge of, or the ability to converse in, Dene Yatı is an asset.
- Knowledge of the cultural and socio-economic history of the Kátl'odeeche First Nation is an asset.
- Strong communication and interpersonal skills.
- Some experience planning in a First Nation government setting.
- Intermediate knowledge of MS Word, Excel, PowerPoint, and Outlook.

TRAINING, EDUCATION, CERTIFICATION, AND EXPERIENCE

- Post-secondary education in political or social sciences or a related field, with considerable experience in Section 35 negotiations.
- Experience developing and managing negotiation and consultation initiatives on behalf of First Nations.
- A valid driver's license and a willingness to travel on KFN business.

WORKING CONDITIONS

- The Lead Negotiator will work within a complex socio-political context, requiring tactful and assertive negotiations.
- The position may be stressful and demanding, necessitating efficient time management and balanced decision-making.
- The role is based at the KFN Administrative Office on the Hay River Dene Reserve, with standard administrative hours and occasional evening or weekend work.
- Travel within the southern NWT and outside the NWT for negotiations is required.
- There may be an opportunity to work a hybrid model.

WHAT WE OFFER

- Pension and health benefits.
- Negotiable leave arrangements.
- Opportunities for on-the-land experiences.
- Salary in the range of \$100K to 125K per annum.

HOW TO APPLY

- Interested candidates should submit a resume and cover letter detailing their qualifications and experience to executiveassistant@katlodeeche.com.
- There is no deadline for applications and the posting will remain open until the position is filled.
- We thank all applicants for their interest, but only those selected for an interview will be contacted.

Preference may be given to candidates of Indigenous ancestry who meet the job requirements and have knowledge of local First Nations traditional customs and practices.