



National Indigenous Fisheries Institute

**EMPLOYMENT OPPORTUNITY
NICFI BUSINESS DEVELOPMENT ADVISOR**



ORGANIZATION PROFILE: NATIONAL INDIGENOUS FISHERIES INSTITUTE

ABOUT THE INSTITUTE

The National Indigenous Fisheries Institute is an Indigenous-led technical organization that promotes national consistency and standards across Indigenous programs and practises to maximize the benefits to communities.

The Institute was created in May 2017 following the National Indigenous Fisheries and Aquaculture Forum. The organization is rooted in the principle of collaboration between Indigenous groups and government: the co-development, co-design and co-delivery approach to improving the programs and practises that impact the lives of Indigenous peoples.

The Institute's work began with Indigenous Program Review and the development of the Northern Integrated Commercial Fisheries Initiative. This was completed in May 2019 and formally accepted by Fisheries and Oceans Canada at the same time. In September 2019, the Department also released a publicly accessible Action Plan to respond to each of the recommendations put forth in the review.

The Institute now has a number of projects underway to support Indigenous Program Review Implementation and the delivery of Fisheries and Oceans Canada's Action Plan.

GUIDING PRINCIPLES

- **Co-development, Co-design, and Co-delivery**
The Institute abides by and supports the **co-co-co approach**. The collaborative approach in action – working as equal partners in the development, design, and delivery of federal programs and activities involving the lives and resources of Indigenous Peoples. The co-co-co approach is one that must apply at all levels and informs all that the Institute does.
- **Inclusion**
The Institute's work includes everyone, especially those at the community level. The voices of all Indigenous peoples must help shape the future of Fisheries and Oceans Canada's Indigenous programs.
- **Openness**
The Institute is open to all ideas: great and small, new and old, national and regional, traditional and modern.
- **Respect**
Inclusion and openness require respect, and disrespectful conduct will be promptly and fairly addressed.
- **Clear Communications**
The Institute uses plain language and visual media to ensure that its message is clear and understood, without the use of unnecessary jargon and acronyms.

NORTHERN INTEGRATED COMMERCIAL FISHERIES INITIATIVE (NICFI)

The Northern Integrated Commercial Fisheries Initiative (NICFI) is a capacity-building program co-designed to help eligible Indigenous communities and groups:

- Create jobs and meaningful employment
- Build the knowledge and skills required to manage commercial fishing enterprises and aquaculture operations
- Access training to fish and produce fish safely and to effectively operate vessels
- Increase economic returns from fisheries and aquaculture for the local and broader benefit of communities



Over time, the program will also help Indigenous participants build the foundation for strong commercial fishing and aquaculture governance structures and the capacity to independently meet future administration and training requirements of their business.

The program was launched in spring 2019, following extensive engagement of eligible participants in the design and development of the program. It is modelled after the Atlantic and Pacific programs, while addressing unique needs of the North. It also introduces a redistributive model of programming that will help communities address food security issues and bring fish and seafood products to local markets.

Additional information regarding the establishment of NICFI can be found in the Institute's Northern Integrated Commercial Fisheries Initiative Final Report here:

<https://indigenousfisheries.ca/en/wp-content/uploads/2019/03/Northern-Integrated-Commercial-Fisheries-Initiative.pdf>

JOB POSTING: NICFI BUSINESS DEVELOPMENT ADVISOR

Job Title	Business Development Advisor
Position Type	Full-time, three-year term (with possible extension)
Location	Inuvik, NT
Competition #	NIFI-2021-001
Closing Date	Applications will be accepted until 13 September 2021

THE ORGANIZATION

The National Indigenous Fisheries Institute (NIFI) is an Indigenous organization that focuses on fisheries management, science, and conservation. NIFI is the host of the Business Development Team (BDT), a team of fisheries and aquaculture advisors that work with Indigenous communities and Commercial Fishing Enterprises in all aspects of business development and access to resources from the Northern Integrated Commercial Fishing Initiative (NICFI).

NIFI works closely with Fisheries and Oceans Canada to review various programs involving collaborative management of fisheries, aquatic resources, oceans, and habitat, and Indigenous participation in commercial fishing and aquaculture operations. These programs include but are not limited to: Indigenous Fisheries Strategy (IFS); Indigenous Aquatic Resource and Oceans Management (AAROM) Program; Atlantic Integrated Commercial Fisheries Initiative (AICFI) and; Pacific Integrated Commercial Fisheries Initiative (PICFI).

We are guided by our principles, valuing Indigenous peoples as equal partners in the management and use of fisheries, aquaculture, oceans, habitat and aquatic resources. NIFI ensures that Indigenous people, communities, groups and organizations within its service area are able to influence the direction of federal programs which involve Indigenous peoples.

THE OPPORTUNITY

Under the direction of the Business Development Team Lead, the BDT Advisor will provide comprehensive and hands-on advice and assistance to participants in the Northern Integrated Commercial Fisheries Initiative (NICFI), a program administered by Fisheries and Oceans Canada. Participating Commercial Fishing Enterprises (CFEs) are located throughout Northern Canada and operate community-focused fishing businesses that seek to provide community-based employment and training opportunities while also operating profitably and sustainably.

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If you are a problem solver, relationship builder, effective communicator, change agent, and service-oriented professional who enjoys coaching, consulting, training, and supporting communities within the Commercial Fisheries industry, then the role of Business Development Advisor may be the opportunity for you. The Business Development Advisor reports to the Business Development Lead and serves our diverse Northern Region. The BDT Advisor role is also supported by subject matter specialists at DFO and NIFI in the delivery of our programs and services to our clients.

This position is responsible for a vast region and requires extensive travel to a number of remote northern communities in order to build strong client partnerships. It requires you to have a firm grasp of the socio-political context in the Canadian North in order to meet the needs of Indigenous communities. You will be responsible for working collaboratively and leveraging relationships with subject matter experts, and to keep a focus on the potential system wide impacts and implications of all decisions.

Working with each community in the designated region, the BDT Advisor will introduce, encourage, and advise on fisheries governance and management principles that reflect both state-of-the-art performance standards and rural community development best practices that can be included in forward-thinking development plans. The Advisor will provide comprehensive program coaching, training, and support to CFE's within in the Northern communities.

YOUR STORY

This may be the right opportunity for you if you have the following knowledge and experience:

- Post-secondary education in a relevant field (equivalent education/experience may be considered);
- Several years of progressive, practical experience in areas such as economic development, community development, management consulting, fisheries, or similar role;
- Demonstrated knowledge and interest in Indigenous issues in the North, including Indigenous governance and community development;
- Knowledge of existing remote Arctic infrastructure as it relates to fisheries;
- Demonstrated knowledge of the United Nations Declaration on the Rights of Indigenous Peoples, Canadian Truth and Reconciliation Commission Calls to Action;
- Demonstrated success in client-focused coaching, consulting and training/facilitation;
- Technical proficiency in software applications such as Microsoft Office (Outlook, Excel, PowerPoint, Word, MS Teams, etc) and related business applications is required;
- Experience living/travelling within remote Arctic communities and any understanding, Arctic Indigenous language will be considered an asset;
- Experience working with Indigenous wildlife management and co-management boards;

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- Knowledge of section 35 rights and section 35 rights holders;
- Extensive knowledge of existing remote Arctic infrastructure as it relates to fisheries;
- Experience and knowledge of economic development in remote Arctic communities;
- Extensive knowledge and experience in the northern food industry as it relates to fisheries/meat.

Competencies and Personal Characteristics required at this level of work are: Goal Oriented, Analytical/Problem-Solving, Conceptual Thinking, Strategic Orientation, Outcome Focus, Initiative, Effective Interactive Communication, and Partnering and Relationship Building, Conflict Management, Change Management, and Integrity and Honesty.

We will assess the above qualifications and competencies using one or more of the following tools: written examination, standardized tests, oral presentations, interview(s), and reference checks.

Applicants relying on education and experience equivalencies must demonstrate such equivalencies in their cover letter and resume.

BENEFITS

A competitive benefits package will be provided.

WORKING CONDITIONS

The NICFI BDT currently operates out of Inuvik, NT. The successful applicant will be expected to relocate to Inuvik; their place of work will be out of a home office setting in Inuvik. Relocation supports and benefits will be provided if/as applicable.

This position requires significant travel.

Normal work week is 40hours/week (may include weekends when travelling). Overtime may be required on occasion.

ACCOMMODATION

NIFI is committed to providing an inclusive, accessible, and safe experience for all applicants. Accommodations are available to applicants on request throughout all aspects of the hiring process. Please indicate how you prefer to be contacted, and if you require adaptive communication technology.

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ADDITIONAL CONSIDERATIONS

Indigenous Applicants - As a priority and wherever possible, the National Indigenous Fisheries Institute seeks to provide skills development opportunities for Indigenous persons. While not required, the Institute encourages First Nations, Inuit, and Métis candidates to identify accordingly in their application, as initial consideration will be afforded to those applicants.

Contract Duration – The position, as currently listed, three years with extension or permanency subject to renewal of contribution agreement with DFO.

REMUNERATION (PAY RATE AND OTHER COMPENSATIONS)

- Competitive annual salary
- Relocation supports (financial and logistical) may be provided (for discussion at the interview stage)
- Internet access costs may also be covered (for discussion at the interview stage)

HOW TO APPLY

Applicants may send a resume and cover letter, or questions pertaining to the application process, to logistics@indigenousfisheries.ca and cover letters may be addressed to the Selection Committee. Please reference the competition number for this position.

Qualified candidates will be contacted.

We look forward to hearing from you.