



NIIWIN WENDAANIMOK

FOUR WINDS PARTNERSHIP

Position Overview

Job Position	Lead Guardian
Work Term/Hours of Work	Hours will be approximately 40 hours a week at a rate of \$75,000 per year May 1, 2022- March 31, 2023. Position would begin April 25, 2022 for training.
Reports to	Niiwin Wendaanimok Board of Directors

Job Description

The Lead Guardian will help establish and grow the Niiwin Wendaanimok Partnership’s Anishinaabe Guardian Program as well as lead the Guardians team for the initial pilot year (April 1, 2022-March 31, 2022) of the project.

The Lead Guardian will monitor the environment of the Highway 17 Twinning construction site using the protocols of the *Manito Aki Inakonigaawin* (MAI the Resource Law) as well as standard environmental science practices, focusing on mitigation and harmonization required in areas as indicated in the Harmonized Impact Assessment (HIA) report or that may present themselves in the Construction Project.

The Lead Guardian will work under the principles of *Weweni* (“Take our time”) and *Bebekaa* (“Doing it right”).

Duties and Responsibilities

1. Lead the Anishinaabe Guardian Team

- Mentor and assist with training new Guardians.
- Ensure staff are following Workplace Health and Safety Guidelines and are working in accordance with the Health and Safety Act and the Contractor's Health and Safety Plan.
- Assist with Vision planning for the program.



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2. Environmental Monitoring

- Monitor construction site activities to ensure the Contractor is in conformance with the environmental constraints in the contract.
- Ensure that Niiwin Wendaanimok Environment Protocols are followed to address environmental interests and concerns during construction activities.
- During field visits, observe, record and photograph site conditions, work procedures and environmental mitigation measures.
- Compliance monitoring; sampling of water, soil and vegetation; monitoring sediment and erosion control; and recommending mitigation strategies; and evaluating data.

3. Liaison with partners

- Connect with Elders and protocol advisors to ensure work is being done according to the MAI.
- Interact with resource users, commercial operators and tourists they may come across during their monitoring work, in a friendly and courteous manner and be an ambassador for the program.
- Advise the MTO Contract Administrator of any site activities that do not appear to conform with construction contract, or that may cause damage to the environment.
- Report to the Contract Administrator any circumstances related to the work that are an environmental concern.

4. Other Duties

- Coordinate all tasks associated with Anishinaabe Guardians Program.
- Coordination of development of ongoing Program Agreements.
- Quarterly presentation to the Board of Directors on the Anishinaabe Guardians Program.
- Monthly briefing notes for Chiefs.
- Coordination of Ceremonies with Elders & Protocol Advisor.
- Development of a Monitoring Framework for Anishinaabe Guardians Program.
- Community Engagement Support for Guardians to be employed by each Member First Nation.
- Check-in meetings with Guardians and Development of Monthly Progress Report
- Supporting Guardians on quarterly presentations to communities (prep, delivery, reporting).
- Annual Guardians Success Report & Presentation of Results.



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- Misc. support to the Board as required

Qualifications

Knowledge and Experience

- Strong knowledge of Territory 3 and Anishinaabe values
- Knowledge of local freshwater and terrestrial wildlife
- Familiarity with our indigenous laws as well as federal and provincial rules and regulations
- Proficient computer skills, including Word, Excel, and email
- Experience in environmental assessment /monitoring an asset

- Knowledge of Anishinaabe language, culture, traditions, and local communities is required.
- Experience working with Anishinaabe laws and Anishinaabe communities preferred.
- Equivalent work experience would be considered or Post-Secondary degree or diploma in Environmental Studies would be an asset.
- Experience working on and managing projects.
- Strong analytical and quantitative skills to develop reporting tools.
- Experience in developing, implementing, and following work-plans, budgets, and timetables.
- Management experience is considered an asset.
- Experience developing and implementing engagement strategies and programs
- Valid driver's license.

Personal Suitability

- Strong communication skills and be able to interact with visitors and resource users in a polite and positive manner
- Dependable, motivated and demonstrates a strong work ethic
- Shows initiative and is a team player
- Demonstrates a strong commitment to the Niiwin Wendaanimok Anishinaabe Guardian Program vision
- Demonstrates a strong commitment to protecting the health and culture of the four nations under the partnership
- Conducts themselves with Respect, Love, Honesty, Courage, Humility, Wisdom and Integrity
- Ability to work occasional irregular work hours, as coinciding with construction activities



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- Resident of Treaty 3 territory, specifically one of the four nations of the Niiwin Wendaanimok Partnership, living on or off reserve

Certificate/Training Requirements

- Valid driver's license
- Criminal record check (if working with youth)
- First Aid or CPR is an asset but not required

Working Conditions

This field position requires working extensively outdoors, including at and around construction sites. The working conditions are roadsides, woods and local waterways. Weather conditions can change rapidly outdoors. Weather conditions will change as the seasons change, which could result in extremely cold or extremely hot temperatures. You must demonstrate that you are comfortable in the outdoors and take health and safety precautions seriously.

Physical Requirements

The Anishinaabe Guardian position is physically demanding and will include travel in rough weather standing for long periods of time, hiking and moving and/or packing heavy field equipment to sites. Applicants must be able to stand for long periods of the day and be able to lift 40 lbs.

About the Niiwin Wendaanimok Partnership

A Unity Agreement was signed between the Nations of Shoal Lake 40 First Nation, Washagamis Bay, Niisaachewan Anishinaabe Nation, and Wauzhushk Onigum Nation in October 2018 to coordinate the Nations' shared experience, concerns, and interests as they relate to the Twinning of Highway 17 between Manitoba/Ontario border and Kenora. This agreement marked the beginning of the Niiwin Wendaanimok Partnership.

About the Anishinaabe Guardians Program

There are Guardians Programs in communities across the country. They are Indigenous led and designed, with guidance from the Elders, to manage, protect and enhance communities' traditional lands and waters. Guardians Programs are mechanisms to assert sovereignty on their land and revitalize culture.



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The programs are rooted in communities' traditional cultural values and teachings and can support the intergenerational transmission of Indigenous traditional knowledge. The Niiwin Wendaanimok's Anishinaabe Guardians program will be rooted in the Manito Aki Inakonigaawin and designed with guidance from the Elders.

The Guardians will monitor water quality in small and large water bodies near the project including Royal Lake, Moth Lake, Whiteshell River, and Baubee Lake. They will also monitor soil, vegetation, sediments, and soil erosion near the project site. In addition, Anishinaabe Guardians will monitor the diversity, distribution, and health of animal populations including but not limited to fish, turtles, white-tailed deer, moose, beavers, muskrats and wolves.

Compensation:

The salary range for this position is \$70,000 – 80,000 per year, plus benefits, depending on qualifications and experience. Flexible working arrangements will be considered due to Covid 19.

Along with a resume and cover letter, applicants must submit a current copy of their vulnerable sector check and two references.

Application packages can be mailed or emailed to:

HIRING COMMITTEE

Niiwin Wendaanimok Management Inc.
Wauzhushk Onigum Nation Golf Course Road
P.O Box 301 Kenora, ON P9N 3X4
E-mail: echartrand@niiwinwendaanimok.com

CLOSING DATE: April 20, 2022

Note: We thank all those who have expressed an interest in this position; however, only those applicants selected for an interview will be contacted.

The Niiwin Wendaanimok (Four Winds) Partnership is an Indigenous owned and operated corporation dedicated to providing construction contracting and environmental monitoring services in Treaty 3 territory with a mandate to employ Anishinaabe workers and assets in development projects and ensure Anishinaabe laws and voices are respected in development within their territory. The Partnership is made up of representatives from the four communities of Wauzhushk Onigum Nation, Washagamis Bay First Nation, Niisaachewan Anishinaabe Nation and Shoal Lake 40 First Nation