

EMPLOYMENT OPPORTUNITY



The Confederacy of Mainland Mi'kmaq

Department of Aquatic Resources and Fisheries Management

Indigenous Research Advisor

About The CMM

The Confederacy of Mainland Mi'kmaq (The CMM) is a Tribal Council representing the eight Mi'kmaq communities of mainland Nova Scotia. Our mission is to proactively promote and assist Mi'kmaq communities' initiatives towards self-determination and enhancement of community. The CMM's Department of *Aquatic Resources and Fisheries Management (CMM)* is currently looking for a motivated and knowledgeable candidate to fill the role of **Indigenous Research Advisor**.

Position Overview

Reporting to the Director of Director of DARFM, the Indigenous Research Advisor will play a key role in the governance and management of the Transforming Climate Action (TCA) program through developing, managing, and implementing strategy to ensure TCA meets its Indigenous engagement and collaboration goals. The Indigenous Research Advisor will also work with the EDIA Specialist to incorporate EDIA principles, with the goal of engaging Indigenous Peoples on whose ocean territory the research will be done, across all phases of the research projects, in accordance, at minimum, with OCAP® principles and the Inuit Tapiriit Kanatami (ITK, National Inuit Strategy on Research).

The Indigenous Research Advisor will support leaders of the initiative (including Indigenous and non-Indigenous scholars presently engaged in development and leadership of the TCA Scientific Strategy), to develop an Indigenization, decolonization, and reconciliation strategic plan, drawing on Indigenous consensus-building regional governance models.

Overview of Responsibilities:

- Develop and implement strategies to create and strengthen relationships and partnerships with Indigenous communities in Eastern Canada focused on: i) meeting Indigenous communities where they are; ii) understanding their unique worldview and supporting opportunities to explore Indigenous Knowledge, and iii) creating meaningful opportunities for direct engagement and participation in ocean-climate research initiatives that can deliver results for Indigenous communities.
- Work with Indigenous and non-Indigenous scholars and Indigenous communities to co-develop and co-launch Indigenous-led research, including development of general and community-specific engagement plans tailored to the unique needs, desires, and processes of each Indigenous group that engages with TCA.
- Promote education for and provide advice to TCA researchers on respectful and meaningful engagement, Indigenous research methods and ways of knowing, including Indigenous cultural awareness training for all staff and researchers involved in TCA.
- Work with TCA CAO and Finance Director to allocate financial resources and manage budgets within the implementation plan and the Indigenous engagement strategy.

- Provide advice to TCA's Executive Council as a collective by way of attendance at Executive Council meetings and Management Committee meetings, and/or through one-on-one discussions with the institutional Vice-Presidents Research and Innovation.
- Create a best-practice model for future Indigenous-focused research programs and initiatives.
- Develop a strategy for ongoing communication and outreach.

Position Requirements:

- An undergraduate degree in a relevant subject area
- A minimum of 2 - 3 years of experience developing, implementing, measuring, and adapting Indigenous engagement strategy within a research environment, preferably within a university research environment.
- The successful applicant will be eligible for hybrid work (combination of in-person work on campus and remote work) as agreed by all parties based on operational requirements and university guidelines.

Why work with us?

The Confederacy of Mainland Mi'kmaq (The CMM) is well known throughout Canada as a professional organization that is committed to providing a pleasant and healthy working environment for all its employees. As an organization, we understand that a great work/life balance is essential to success. As a full-time employee you can expect:

- An atmosphere that is both professional and family oriented.
- Enrollment in the organization's benefits packages on your first day of employment with no waiting period, which includes Health & Dental, and Employee & Family Assistance Program (EFAP).
- Generous amounts of paid time off (Paid Statutory Holidays plus St. Anne's Day and Aboriginal Day, Summer Shutdown (2 weeks), Christmas Shutdown (roughly 2 weeks), plus 1 week of discretionary vacation time (up to 2 weeks with 10 years of service).
- Social Committee, Staff Days, Staff Knowledge Days, etc.

If you would like to join The CMM Family, please see below on how to apply for this position.

Salary/Employment Term:

Salary Range: \$50,000 - \$65,000 per year. Three-year contract with opportunity for renewal.

Application Deadline:

Submit Cover Letter AND Resume to:

Human Resources
c/o The Confederacy of Mainland Mi'kmaq
PO Box 1590, Truro, Nova Scotia B2N 5V3
Email: HR@cmmns.com

*We are an equal opportunity employer; however, qualified Aboriginal applicants will be given priority in accordance with the Aboriginal Employment Preference Policy of the Canadian Human Rights Commission. **Only those applicants who provide an up-to-date CV along with a cover letter and qualify for an interview will be contacted.** The successful candidate may be required to submit a current criminal record check. **Non-Canadian applicants must be able to provide proof of current entitlement of eligibility to work in Canada.***