



**Re: Request for Expression of Interest – Interim Lands Manager**

West Moberly First Nations invites you to submit an expression of interest (EOI) for Interim Lands Manager.

**Background:**

West Moberly First Nations (**WMFN**) is a Treaty 8 Nation located in Northeast British Columbia. We are a proud community of Dunne-za, Cree and Saulteau peoples and our use of the land here goes back thousands of years. West Moberly’s Lands Use Department (“**Lands**”) is responsible for carrying out activities pertaining to protection of treaty rights and environmental planning, assessment, and management.

**Vision:**

We are seeking to engage a consultant to provide oversight and interim management to the Lands Department. The contractor will bring their experience and understanding of the nature of the existing challenges related to protection of way of life, Treaty rights and our community, as well as the broader principles of reconciliation and implementation of the United Nations Declaration on the Rights of Indigenous Peoples.

**Scope:**

The Interim Lands Manager is responsible for working with Chief, Council, the Director of Operations, and Lands staff on the reorganization of the lands office and to understand and find a solution for a manageable scope of work for the Lands Manager position.

The scope of this work is responsible for the consultative and decision-making process of evaluating and managing West Moberly First Nations (WMFN) objectives with respect to treaty and aboriginal rights protection, environmental sustainability, and land management.

The contractor will provide leadership and direction to the Lands Department and develop strategic plans that recognize and respond to complex legal, political, social and environmental issues. The interim Lands Manager will oversee the Lands Department and position the department to be successful in it’s growth.

The role will be responsible for the management of existing agreements, work with a variety of governmental agencies, forestry, mining, hydro and the oil and gas industry. It is

expected that this position will promote good working relationships with other Treaty 8 First Nation communities to achieve common goals within the Treaty 8 territory.

### Responsibilities:

#### **Leadership**

- Provide leadership and mentorship to direct reports
- Ensure employees practices and all appropriate procedures are following agreed upon standards
- Direct, supervise and evaluate Lead roles in the delivery of WMFN Land Use Programs and Services and supervision of indirect reports
- Implement staff disciplinary action as necessary and within the WMFN Personnel Policies and Procedures; and identify training needs to enhance skills
- Follow the guidelines of the human resources policies, procedures, and practices
- Strengthen internal communication with staff at all levels throughout the organization, creating a positive and supportive work environment
- Facilitate process with Council, interested staff and community members to identify, at a broad level, community treaty and land use priorities and strategies
- Keep Director of Operations informed of land initiatives, capital needs and budget reviews on all aspects of the Department

#### **Program Management**

- Maintain current strategies for the protection of aboriginal and treaty rights, air and water quality, land use, habitat, wildlife, environment, resource conservation, and all matters of issue specific social and economic objectives
- Maintain proposed projects with the Federal and provincial governments concerning oil and gas/forestry/mining/hydro policies and regulations; treaty rights; and fiduciary responsibilities
- Maintain/sit in on current negotiations and oversee the mitigation of WMFN concerns, keeping the primary focus on preservation of land base, wildlife and quality of air and water with the negotiations teams
- Research and analyze project proposals/lands and resource issues and recommend options to Council to address potential land use conflicts
- Be aware of systems, policies, and procedures
- Ensure the correct teams are fulfilling all obligations set out in the MOUs/ LOUs/LOIs and other cooperation agreements are fulfilled by all parties

#### **Proposal Management**

- Review project specific proposals in respect to land use, conservation, and environmental issues
- Oversee research legalities of proposed projects with the Federal and provincial governments concerning oil and gas/forestry policies and regulations; treaty rights; and fiduciary responsibilities with appointed legal team
- Document meetings and discussions between government agencies, industry, and other interested parties (e.g. local and regional governments, other First Nations)
- Assist in drafting responses to complex/sensitive projects and consultation queries
- Assist in ensuring all interested parties' input is provided to WMFN Chief and Council, the OGC, oil and gas companies, forestry companies, mining companies, Government Ministries; WMFN elders and WMFN members and ensure such input is entered into records and responses where applicable

**Administration, Funding and Committees**

- Be aware of WMFN participation in natural resource committees and processes at WMFN's request
- Be aware of developing lands and resources funding proposals and manage contracts related to treaty, lands, and resources
- Be aware of who is liaising with external entities and businesses to provide quality and efficient service delivery to the community
- Assist in appointing representation on various committees such as the Cariboo Society, Twin Sisters, Reclamation and Remediation Committees, etc

Expected Project Deliverables and Timelines:

- It is expected this position will last for 8 months
- The final deliverable will be a recommendation for the reporting structure of the department

**Submission:**

Interested parties are requested to [submit their EOI by clicking this link](#).

**You must include the following to be considered:**

Contact Information	Provide your contact information (name, phone, email)
Company/Consultant Profile	Brief statement expressing why this position appeals to you and outlining relevant experience, include resumes/CVs for key individuals who will be assigned to this work.
Written Proposal	Written proposal outlining how you or your delegate would approach the work, relevant experience and professional references.

Budget Proposal	Please provide your hourly/ daily rate and availability. Or a written budget proposal based on scope, timelines and deliverables described above, include any assumptions you have made. This is an 8 month temporary contract position.
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**Deadline:**

As this may be the only call to submit an EOI, interested respondents should apply **by 5:00 pm on Tuesday, April 23, 2024**. Any response received after this date may not be considered.

**Conflict of Interest:**

Respondents are asked to disclose in their EOI any actual or potential conflicts of interest and existing business relationships they may have with the Province, Treaty 8 First Nations, or neighbouring communities (Indigenous or non-Indigenous).

**Additional Information**

For more information, please contact Mark Brennan at [mark@engagedhr.com](mailto:mark@engagedhr.com)

**Not a Solicitation Process.**

Note that this is not a tender process, nor a request for proposals, but only an inquiry as to the availability for this type of work. We will not necessarily invite offers, or enter into contracts, and may not post any future ads related to this request.