



GRAND COUNCIL TREATY #3 EMPLOYMENT OPPORTUNITY

INTERNAL / TREATY 3 COMMUNITY POSTING ONLY

This position is open only to internal GCT3 staff and Treaty 3 members. Applicants must identify their community. Not open to the general public.

Position Title: Watershed Governance Specialist
Position: New Position (Temporary Full-time contract from June 2026 to March 2030)
Salary: \$70,000.00 - 75,000.00
Location: Kenora, Dryden, Fort Frances, ON (In-Office)
Posting Date: July 14, 2026
Closing Date: July 21, 2026

Overview:

Reporting to the Territorial Planning Unit's Compliance Manager, the Watershed Governance Specialist will be responsible for co-development and coordination of a harmonized watershed management plan between Anishinaabe Nation in Treaty #3 and the Federal and Provincial Governments to strengthen Indigenous-led governance over water resources and improve water safety and quality. Through their position the Watershed Governance Specialist will work with the Territorial Planning Unit's (TPU) Compliance and Stewardship teams towards the objectives of co-developing a harmonized water governance framework, strengthening cross jurisdictional collaboration, expand capacity for Anishinaabe-led water stewardship, ensuring Indigenous-led participation in regional watershed management, and protecting water quality.

Duties and Responsibilities:

- Develop an engagement strategy and hold regular project related engagement sessions with Elders, Knowledge Keepers, and leadership and technical staff of Treaty #3 communities.
- Establishing working relationships and planning meetings with federal, provincial, and municipal governments, and other organizations involved with managing water resources in Treaty #3 Territory.
- Planning an annual watershed governance conference.
- Coordinate with TPU Compliance staff in holding Spring and Fall Nibi (water) walks in local communities.
- Work with TPU Stewardship staff to help organize project activities related to environmental monitoring, including establishing performance indicators, conducting baseline water quality assessments, and building capacity for local monitoring in Treaty #3 communities to develop a comprehensive understanding of watershed conditions.
- Conduct research into best practices in watershed management and traditional Anishinaabe Inaakonigewin (law) related to protecting and preserving water resources.
- Build, collaborate, and maintain relationships with Grand Council Treaty #3 and Territorial Planning Unit staff, Treaty #3 communities and other organizations to stimulate information sharing and program collaborations.
- Meet with Treaty #3 communities to gain an understanding of local issues and enhance working relationships with each community.
- Assist in the day-to-day activities of the Territorial Planning Unit.
- Other duties as assigned.

Qualifications:

- Bachelors degree in Environmental Science, Science or Natural Resource Management or other related field is considered an asset, but not required.
- Life learning and practical work experience related to environmental monitoring and protection is considered an asset.
- Ability to establish and maintain effective and respectful working relationships with GCT3 staff, Treaty #3 First Nations, federal or provincial ministerial staff, and the public.
- Understanding of Anishinaabe culture and customs, specifically those related to natural resources and the environment.
- Excellent written and verbal communication skills that take into consideration the comprehension level of the intended audience.
- Comfortable working both independently and in a team environment.
- Valid Ontario driver's license.
- Candidate must be legally entitled to work in Canada.

Please send a cover letter, resume, and contact information for 3 references to the attention of:

Human Resources Department

Grand Council Treaty #3

P.O. Box 1720, Kenora, Ontario P9N 3X7

Email: careers@treaty3.ca

We thank all those who apply. Only applicants selected for an interview will be contacted. Submission of a criminal record check is required prior to the offer of employment. **We at Grand Council Treaty 3 are committed to transparency in our hiring process and do NOT use AI in the screening process.**