



# Biologist

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## Background

The Sahtú is blessed with rich cultural and ecological diversity, indicated by the diverse Dene dialects, histories and landscapes of the region. The ʔehdzo Got'Inę Gots'ę Nákedı (Sahtú Renewable Resources Board – SRRB) is mandated to address objectives of the *Sahtú Dene and Métis Comprehensive Land Claim Agreement (SDMCLCA)*<sup>1</sup> related to wildlife, forestry, Great Bear Lake, landscapes, and harvesting. The SRRB is the main instrument of wildlife management in the Sahtú Region. The scope of the SRRB's work is biocultural. The Board has decided that the following shall inform its work: Article 8(j) of the international Convention on Biodiversity,<sup>2</sup> the United Nations Declaration on the Rights of Indigenous Peoples,<sup>3</sup> and Calls to Action of Canada's Truth and Reconciliation Commission.<sup>4</sup>

The Sahtú Renewable Resources Board (ʔehdzo Got'Inę Gots'ę Nákedı) was established under the Sahtú Dene and Métis Comprehensive Land Claim Agreement (1994) to protect, conserve and manage all renewable resources within the Sahtú Settlement Area in a cooperative and sustainable manner for present and future generations. The Sahtú Settlement Area is located in the centre of the Northwest Territories and extends from the Nunavut border westward, across the Mackenzie River, to the continental divide that defines the boundary with Yukon. It covers 280,238 square kilometres (approximately 108,200 square miles), including Great Bear Lake, the largest lake wholly within Canada. It is home to approximately 3,000 people.

The Board works closely with the five local Renewable Resource Councils located in Fort Good Hope, Norman Wells, Tulít'a, Déłıne and Colville Lake to enhance local participation and the incorporation of Indigenous knowledge in decision-making.

The SRRB has adopted a hıdó gogha sęnégots'ıá (planning for the future – PFF) approach and works closely with harvesters, leadership organizations, and youth in the five communities of the Sahtú Region, Northwest Territories to implement this mandate. The PFF approach involves

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<sup>1</sup> [www.aadnc-aandc.gc.ca/eng/1100100031147/1100100031164](http://www.aadnc-aandc.gc.ca/eng/1100100031147/1100100031164)

<sup>2</sup> "Subject to national legislation, respect, preserve and maintain knowledge, innovations and practices of indigenous and local communities embodying traditional lifestyles relevant for the conservation and sustainable use of biological diversity and promote their wider application with the approval and involvement of the holders of such knowledge, innovations and practices and encourage the equitable sharing of the benefits arising from the utilization of such knowledge innovations and practices." [www.cbd.int/traditional](http://www.cbd.int/traditional)

<sup>3</sup> [www.un.org/development/desa/indigenouspeoples/declaration-on-the-rights-of-indigenous-peoples.html](http://www.un.org/development/desa/indigenouspeoples/declaration-on-the-rights-of-indigenous-peoples.html)

<sup>4</sup> [www.trc.ca](http://www.trc.ca)

innovative cross-cultural, decolonizing/reconciliation, on the land and youth-centred approaches, and supports training, leadership development, and jobs for Sahtú beneficiaries. To date, three community conservation plans have been developed by Sahtú communities: Déljné's *Belare Wíle Gots'é ʔekwé – Caribou for All Time* plan (2016), Colville's *Dehlá Got'jné ʔadā Plan*, and the *Nío Ne P'ęné Begháré Shúhta Goʔepé Narehʔá – Trails of the Mountain Caribou* plan that was forged through a partnership of Tulít'a, Norman Wells and neighbouring Tu łidlini (Ross River) Dena (Yukon Territory).<sup>5</sup>

We work closely with local harvesting committees (ʔehdzo Got'jné - Renewable Resources Councils) in the five communities of the Sahtú Region, Northwest Territories, with regional forums including the Ne K'ə Dene Ts'jł - Living on the Land Forum, Sahtú Youth Network, and with cross-regional forums in conservation of wildlife, landscapes and Indigenous ways of life.

Beginning in 2020, the centrepiece of SRRB activities in the Sahtú region has been a series of Public Listening (Hearing) Sessions on five “hot topics” addressing the central question, “What is the most effective way to conserve caribou?” The five sessions will address knowledge and conservation actions related to the three ecotypes of caribou that inhabit or travel through the Sahtú region: barren-ground, boreal and mountain caribou.

For more information about the Public Listening Sessions 1, 2 and 3, see the SRRB's public registry at [www.srrb.nt.ca](http://www.srrb.nt.ca).

## Position Description

The successful candidate will support the implementation of the SRRB's mandate and strategic goals. The salary follows the UNW18 pay rate, \$116,259 - \$138,879 annually plus benefits and Northern Allowance.<sup>6</sup>

The position is located in the beautiful community of Tulít'a, “Where the Rivers Meet.” However, the Board will consider candidates located in other Sahtú communities or elsewhere as the Board may agree. More information about the SRRB can be found at [www.srrb.nt.ca](http://www.srrb.nt.ca), and further insights into interests and activities of the Board are at [www.facebook.com/SahtuWildlife](https://www.facebook.com/SahtuWildlife).

## Major Duties

The biologist will serve as a liaison between the Board, communities, government, and researchers. The ideal candidate will have a solid understanding of scientific principles along with good cultural sensitivity, diplomacy, and communication skills, to help bridge scientific and

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<sup>5</sup> These three plans are available on the SRRB's public registry for the Colville 2020 Public Listening session at [www.srrb.nt.ca](http://www.srrb.nt.ca).

<sup>6</sup> Northern Allowance rates for Tulít'a may be found at <https://my.hr.gov.nt.ca/sites/myhr/files/2020-2021%20UNW%20Northern%20Allowance%20Rates.pdf>.

community knowledge. Working under direction of the Assistant Executive Director, the successful candidate will provide scientific research, monitoring and management advice to and on behalf of the Board on wildlife (including fish and species at risk) and habitat. The candidate will also support implementation of the SRRB's mandate and strategic goals, with duties including:

- Assist partners with wildlife management in the Sahtú Settlement Area, including the development, review and implementation of management plans and the associated consultation and engagement;
- Provide plain language summaries and presentations of research to the Board, Renewable Resource Councils (RRCs) and the public;
- Provide technical advice to the Board, co-management partners, government agencies and RRCs;
- Assist in the coordination of wildlife and habitat research priorities;
- Consult and engage with RRCs, communities, government, co-management and academic partners on wildlife management and research programs;
- Review and provide advice on research permit applications, Species at Risk listing and review processes, Impact Assessment processes, range planning, and other regulatory processes;
- Preparation of funding proposals, administration and project management and reporting;
- Maintain inventory of wildlife and habitat research in the Sahtú Settlement Area;
- Communicate research findings, program updates, and conservation messages through social media in an engaging , accessible, and culturally respectful manner to foster public awareness and community involvement, and
- Other duties as directed from time to time.

## Qualifications – Required

- Bachelor's of Science Degree in Biology or similar field
- Minimum 3 years post-graduation experience in the environmental field, including conducting research, monitoring, science communications, reviewing environmental plans and proposals and working with Indigenous communities
- Experience working with community organizations in cross-cultural contexts
- Strong analytic skills, particularly in performing technical reviews and analyzing data, using sound scientific methods as well as knowledge of Indigenous knowledge approaches
- Ability to critically interpret and synthesize scientific information, and integrate community priorities and Indigenous knowledge to provide recommendations
- Demonstrated ability to work effectively and collaboratively with people of various backgrounds
- Excellent written and oral communication skills, and ability to communicate effectively with diverse audiences

- Well-organized, able to plan and work independently and in teams
- Sound understanding of environmental and Indigenous issues
- Maintenance of professional qualifications in support of the work

## Qualifications – Assets

- Experience working in the context of modern land claims and/or Indigenous co-management organizations
- Database and data analysis skills
- Mapping, GIS and spatial analysis skills
- Experience in remote field work, comfortable flying in helicopters and small aircraft
- Firearms Possession and Acquisition Licence (PAL), Advanced Wilderness First Aid, Pleasure Craft Operator Card (PCOC), Class 5 Driver’s Licence or willingness to obtain these within the first 6 months of employment
- Priority will be given to qualified Participants of the Sahtú Dene and Métis Comprehensive Land Claim Agreement

## Working Conditions

Most of the time, the biologist will work from an office. Travel within the Sahtú to meet with communities and to take part in on-the-land activities such as cultural camps and research programs. There may be travel to other communities (such as Yellowknife and beyond) for meetings and workshops. There may be opportunities to take part in fieldwork with other researchers in the region.

**Physical demands:** The incumbent will take part in on the land training activities and fieldwork. This will involve physical demands related to land travel, walking, or travelling by snow machines or boats or all-terrain vehicles.

**Environmental conditions:** Considerable time spent inside an office, on the land training activities, fieldwork and travel to communities for meetings can provide for intense environmental conditions.

**Sensory demands:** On the land activities involve keen sensory inputs, hearing, seeing, smelling and tactile, and require heightened awareness for safety. Attending meetings and conducting workshops may overload the senses at times.

**Mental demands:** The work may at times be stressful and is subject to public scrutiny. Cross-cultural awareness and sensitivity are required. Conflict resolution skills are required in handling situations where strong opposing points of view are prevalent. It may be necessary to share accommodations. Multi-tasking to manage multiple projects under time constraints is required. Attention to detail in working with evidence, report writing and public communications is

essential. Presenting to the parties and the public is required. Duty travel, long hours of field work and in office may impact work life balance with family and may contribute additional stress.