

POSITION PROFILE

Natural Resources Director	
Dept: Natural Resources	Reports To: Associate Executive Director
Staff: <10	Revision Date: May 2026
PURPOSE	
<p>The Natural Resources Director oversees natural resources and lands management programs for the Vuntut Gwitchin First Nation (VGFN) in accordance with directives and priorities established by VGFN Chief and Council and the Management Committee. It ensures operations of the Department comply with legislation and policy, are within approved budgets, and are in collaboration with community organizations, partners and Citizens. The position also leads planning processes to align strategy with operations to deliver services in the best interest of VGFN Citizens.</p>	
KEY PERFORMANCE AREAS	
<ol style="list-style-type: none"> 1. Departmental Oversight – Engages broadly with the Associate Executive Director, other VGFN Directors and Managers, and VGFN Council to identify lands and resources management needs to help inform the VGFN’s strategic plan, business plan and operating principles. Ensures services are accessible and responsive to Citizen needs and proactively identifies and manages risks, trends, and issues - particularly in relation to the Vuntut Gwitchin Final Agreement. 2. Planning – Directs the delivery of lands and resources management, including engaging with Yukon and Federal governments to ensure external resourcing/expertise. Strategizes with Departments to align activities with the VGFN’s long-term vision and strategic plan. 3. People Management - Manages direct reports and operations by establishing work plans with staff, evaluating activities and progress, addressing concerns, and communicating direction and expectations. Promotes capacity development through coaching, performance evaluation, encouraging individual development, and manages personnel issues and problem solving. 4. Proposal Development - Submits plans and proposals for discussion and approval and supports policy review. Manages project stakeholders, planning, development and implementation. Ensures projects are completed within approved budgets and timeframes. Monitors agreements and ensures compliance with financial reporting requirements of funding agencies. 5. Financial Management - Develops and allocates the Department’s annual budgets. Oversees contribution agreements and expenditures. Reviews variance reports with the Finance Department to identify projected shortages or surpluses to effectively manage financial resources and priorities. 6. Governance - Provides leadership, implements and champions human resources, financial and administrative frameworks, policy, and strategy (as guided by the Directors of Human Resources and Finance). Prioritizes a safe and healthy work environment in accordance with legislation. Fosters a culture of ongoing receptivity to continual change to improve the operation and effectiveness of the VGFN. 7. External Relations - Oversees or conducts public engagement and consultation sessions. Communicates information and facilitates community participation and feedback to inform problem solving, to improve services and to align Departmental actions and priorities. Responds to Citizen concerns as they arise. 8. Emergency Management - Responds to crisis situations of employees and Citizens and consults with appropriate parties to identify and achieve solutions. 	

ACCOUNTABILITY & IMPACT	
<ul style="list-style-type: none"> • Departmental employees are engaged, competent and productive. • A trusting and collaborative relationship exists with employees, Citizens, management, Council, and external contacts. • Gwich'in cultural knowledge is integrated into programming and traditions, beliefs, customs and values are integrated with activities. • The provision of services is compliant with VGFN policy and relevant legislation. • Government files and registries are kept secure and confidential. • Political, behavioral, and systemic barriers are overcome to enable success and growth. • Strong financial management and ability to identify funding program opportunities. • Council and management receive accurate information to make informed decisions. • VGFN Citizens are kept informed of government plans and initiatives. • The VGFN Standards of Conduct are modelled and promoted. 	
FINANCIAL CONTROL	
Annual budget under direct control of this position:	Moderate (<\$2M)
Other responsibilities & influences:	Sole authority to sign contracts and purchase orders <\$20k.
WORKING CONDITIONS	
Environment:	Work is in a normal office environment where there are few undesirable conditions. Periodically there may be a requirement for outdoor activity to support Departmental activities. Some situations are confidential and require sensitivity, cultural competence and compassion.
Physical:	Normal
Hazards/equipment:	Exposure to stress, emotional fatigue, physical and verbal abuse.
Travel:	<ul style="list-style-type: none"> • Frequent travel between Old Crow and Whitehorse, occasional travel out of Yukon. • Working outside of regular working hours. • Mandatory attendance at General Assemblies.
<p><i>This document is intended to describe the general nature of the position and not to be a full inventory of tasks. The incumbent will undertake a variety of work within the position's scope to align with and contribute to the organization's mission.</i></p>	

POSITION COMPETENCY PROFILE

Knowledge & Experience	<ul style="list-style-type: none"> • Post-secondary education in natural resource or land management, environmental science, business management, public administration, or an equivalent combination of experience and training. • Significant (10+ years) experience in managing lands, resource management or conservation programs including strategic planning and evaluation. • Considerable (5+ years) experience motivating and managing staff, overseeing finance (budgets and procurement), policy and governance. • Experience building partnerships with community resources and external contacts to promote and protect resources. Direct experience in a Northern Arctic community or region is an asset. • Knowledge of Vuntut Gwitchin Final and Self-Government Agreements and/or modern treaties in Canada is an asset.
Behavioral Competencies	<ul style="list-style-type: none"> • Strategic thinking and planning • Developing others • Achieving results • Decision making • Communication • Service orientation • Collaboration • Self-awareness • Respect and Integrity • Confidentiality
Conditions of Employment	<ul style="list-style-type: none"> • RCMP Criminal Records Check