
**LANDS ADVISORY BOARD
FIRST NATIONS LAND MANAGEMENT RESOURCE CENTRE**

EMPLOYMENT OPPORTUNITY

Planner, Land Code Governance

The *Framework Agreement on First Nation Land Management* is a significant expression of Indigenous ingenuity and modern efforts to shed the colonial legacy of the *Indian Act*. Our team at the First Nation Lands Management Resource Centre (FNL MRC) is cutting edge, dedicated and experienced in assisting First Nations to develop workable solutions to the everyday challenges of community led lands and resources governance. We are currently searching for motivated and qualified candidates to fill a **Planner, Land Code Governance** position.

CURRENT POSITIONS BEING STAFFED: 1

- **Location** – Western Canada Preferred, to be determined based on the successful candidate.

Applicants meeting the essential criteria outlined below will be placed in a pool of partially assessed qualified candidates for consideration for future vacancies. Applications will be kept on file for a period of up to one year.

ABOUT US

As part of the *Framework Agreement on First Nation Land Management (Framework Agreement)*, the Lands Advisory Board (LAB) and the First Nations Land Management Resource Centre (RC) provide political and technical support to developmental and operational First Nations. The developmental process under the *Framework Agreement* consists of a series of activities including the drafting of community land codes, implementing communication strategies and community voting procedures, as well as finalizing Individual Agreements with Canada. Once a First Nation ratifies its Land Code and becomes operational, the LAB and RC provide various support services such as assisting/advising with drafting land laws, rules, procedures, and instruments, as well as implementing land governance systems and facilitating agreements and other arrangements with municipal, provincial, federal or First Nation governments.

ABOUT THE POSITION

Reporting directly to the Manager, Land Code Governance, the Planner, is an RC's "in-house" land use planning advisor. The incumbent will assist the LAB, the RC, RC senior staff and operational and developmental First Nations to fulfill their responsibilities under the *Framework Agreement*. The incumbent's responsibilities rest in four main areas:

- Assist with the development of strategies for improving land use planning under the *Framework Agreement* for operational First Nations.
- Assisting with the delivery of the RC's Land Use Planning Funding Initiative.

- Building capacity directly with operational First Nations, as well as developing and advising the RC capacity building and professional development strategy.
- Advising the RC on land use planning related matters.

The incumbent must have a good working knowledge of the *Framework Agreement* and be a member in good standing of a professional planning designation group. The incumbent must also have a good grasp of the challenges in developing land use plans, zoning regulations and laws on First Nation lands outside of the *Indian Act*.

The position requires an individual who is proficient at consulting with stakeholders, for example First Nation leadership, staff and community members, various environment and enforcement specialists, third parties, and federal and provincial government officials. The incumbent must demonstrate excellent written and verbal communication skills and the ability to work both independently and as part of a team.

Duties will vary, although the following gives a general outline of the tasks involved:

- Work with the operational and developmental support services unit, assisting First Nations with land-based planning including:
 - Assist communities in bringing together various planning tools such as Land Use Plans, Community Plans, and Zoning Plans to ensure a cohesive approach to plan implementation;
 - Promote knowledge & innovation in planning when requested, including for climate resilience, environmental and cultural heritage planning & protection, land use planning, food security and sovereignty, watershed protection, natural and physical infrastructure and green technologies (e.g. renewable energy, green building practices), and sustainable land development.
- Assist as needed with the development and delivery of planning-related training activities for operational and developmental First Nations. This may include:
 - development of curriculum materials; and
 - participation in workshops, webinars, conferences and other events to deliver training directly to First Nations' targeted audiences.
- Assist with the delivery of the Resource Centre's Land Use Planning Development and Land Use Planning Implementation Funding Initiatives including:
 - Review and evaluate funding applications from First Nations
 - Assist First Nations with the preparation and implementation of workplans and community engagement strategies;
 - Review and comment on draft Land Use Plans;
 - Track First Nation progress on Land Use Plan development; and
 - Report regularly to senior RC staff on the progress of the Land Use Planning initiative.
- Any other related workload in keeping with the RC and operational and developmental First Nations' responsibilities in implementing the *Framework Agreement*.

ESSENTIAL REQUIREMENTS

To be considered for the position identified above, or for future consideration, please demonstrate how you meet the following essential criteria:

- University or other post-secondary education, preferably at the advanced degree level in land use planning or a related field;
- Member in good standing of a professional planning designation group (Canadian Institute of Planners certification, or eligibility for certification);
- Experience developing land use or other community development plans;
- Experience working with First Nation communities; and
- Experience working with multiple stakeholders on horizontal files, public speaking and the delivery of training.
- Experience in coordinating or reviewing various types of development proposals in accordance with a community's land development review process and procedure.

The following essential requirements will be assessed at a later date, either through an interview, written assessment and reference checks:

- Good understanding of the *Framework Agreement on First Nation Lands Management*.
- Knowledge of land and environment issues affecting First Nations in Canada.
- Understanding of federal legislation affecting First Nations' reserve land management.
- Knowledge of various land management challenges (legislative & capacity gaps, contamination, climate change, land development) within First Nations context;
- Understanding of First Nations culture.
- Excellent writing, research, and analytical skills.
- Excellent presentation and public speaking skills.
- Strong project management skills.
- Strong organizational and time management skills.
- Proficiency with software programs such as Adobe Suite, Microsoft office and various virtual meeting platforms.
- Ability to work independently and as part of a team.
- Ability to communicate effectively orally and in writing for a variety of audiences.
- Effective interpersonal relationships.
- Tact and Good judgment.

ASSETS

If you meet any of the following, please explain how you meet these asset criteria.

- Bilingual (French)

OTHER

- Must be willing to travel.
- Candidates must possess a valid Driver's Licence and have access to a reliable personal vehicle.

- Candidates must work from a home office environment and be centrally located to facilitate travel.

PREFERENCE

-Due to the amount of work with First Nation communities, preference may be given to candidates with First Nations Ancestry.

CONDITIONS OF EMPLOYMENT

- Satisfactory criminal records check and education verification.

WHAT WE OFFER

- A competitive salary (starting at \$77,000 annually; starting salary is based on experience and education).
- 3 weeks paid vacation time.
- An opportunity to work from a home office setting.
- A comprehensive benefits package consisting of paid sick leave, extended health, and dental coverage as well as access to short- and long-term disability benefits.
- Access 24/7 to an employee assistance program.
- Ability to participate in an employee savings (TFSA/RSP) program.
- Education allowance and access to annual education leave.
- Employee Wellness Spending Account
- CAA Membership

If you would like to be considered for this rewarding opportunity, please apply your COVER LETTER along with your resume [JOB LINK](#)

We thank all those who apply. Only those selected for further consideration will be contacted.

Application Deadline: October 28, 2026.