



First Nations Liaison Officer

Classification: Grid 27, BCGEU Membership

Office Location: Fort St John or Dawson Creek or Fort Nelson

Salary: \$72,937 - \$83,225– Permanent Full-Time, based on a 35-hour work week
An additional 10% Job Family Market Multiplier will be added to the posted salary
An additional 3% location allowance is provided to employees in Fort St John/Dawson Creek
An additional 13% location allowance is provided to employees in Fort Nelson

Who We Are:

The BC Oil and Gas Commission (Commission) is the Province of B.C.'s life-cycle energy resources regulator. The Commission is a Crown agency with a mandate to ensure both the environment and public safety are protected, and those with concerns have the opportunity to have their voices heard in the sustainable development of British Columbia's energy resources.

About the Job:

The First Nations Liaison Officer represents the Commission and supports/protects Crown interests and obligations through collaborative relationships with First Nations. Reporting to Director, Responsive First Nations Engagement, this position provides technical advice and assistance to First Nations groups concerning Commission programs, government policy, and processes. This includes those required to promote industry investment in oil and gas exploration and pipeline development and management in ways intended to secure and safeguard the aims, aspirations and rights of all parties. Further to this, the First Nations Liaison Officer conducts consultation, negotiation, and mediation processes to foster project specific agreements between First Nations and corporate investors as they apply to exploration, production and pipeline projects on Crown Lands with First Nations interests.

A detailed list of accountabilities, education and experience is outlined in the job description.

How To Apply: Submit through www.bcogc.ca/careers before the closing date of **03 February 2023 at 11:00 pm**

If you are excited about this role and joining us, we encourage you to apply. Applicants should review the education and experience listed in the job description and clearly articulate how their work experience and skills are aligned with the requirements. An eligibility list with a duration of 6 months may be established.

What We Offer:

The Commission operates under a Hybrid Office Model (telework) whereby employees work from both a home office and a designated Commission office location in order to support our mandate (eligibility may vary, depending on position).

The Commission is proud to be an equal employment opportunity employer. We do not discriminate based on the protected grounds under the Human Rights Code. The Commission is committed to providing reasonable accommodations for the removal of barriers for qualified individuals. If you need assistance or accommodation, please let us know. We acknowledge and respect the many Indigenous Territories and Treaty areas, each with unique cultures, languages, legal traditions and relationships to the land and water, which the BC Oil and Gas Commission's work spans. We also respectfully acknowledge the Métis and Inuit people living across B.C.

If you require any assistance or require more information, you may contact us at: ogc.recruitment@bcogc.ca or call 250-419-4404.

The Commission's COVID-19 Vaccination Verification Policy requiring all existing, new, and potential employees to provide proof of their fully vaccinated status as a condition of employment has been suspended.

POSITION TITLE:	First Nations Liaison Officer	POSITION #:	573115 / 573175 / 573726 / 573734 / 573716 / 573700
DIVISION:	Resource Management & Stewardship	CLASSIFICATION:	Grid 27
Program Area:	Responsible Development & Stewardship	LOCATION:	Fort St John/ Dawson Creek/ Fort Nelson
SUPERVISOR'S TITLE:	Director, Major Projects Decision Support / Director, Responsive First Nations Engagement	POSITION #:	573702 / 573197
SUPERVISOR'S CLASSIFICATION:	Management Band B	LOCATION:	Victoria / Fort St John

The BC Oil and Gas Commission (Commission) is the Province of B.C.'s life-cycle energy resources regulator. The Commission is a Crown agency with a mandate to ensure both the environment and public safety are protected, and those with concerns have the opportunity to have their voices heard in the sustainable development of British Columbia's energy resources.

As a cost recoverable, values driven organization, we prioritize safety, stewardship and Indigenous interests throughout the full project lifecycle – from exploration to reclamation – and support the transition to clean energy. The Commission is committed to reconciliation with Indigenous Peoples, honouring the Provincial commitment to the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), the *Declaration on the Rights of Indigenous Peoples Act*, and the Truth and Reconciliation Commission's (TRC) Calls to Action. Through fostering respectful and collaborative relationships with Indigenous partners and stakeholders, the Commission delivers on Government's priorities.

The Commission has an innovative forward-thinking workplace that demonstrates our core values. Through continuous improvement and development, the Commission is agile and responsive to the rapidly changing environment in which we operate. We are diverse and inclusive, with transparency, innovation, and integrity as the foundation of our respectful culture.

JOB OVERVIEW

The First Nations Liaison Officer represents the Commission and supports/protects Crown interests and obligations through collaborative relationships with First Nations.

Reporting to Director, Major Projects Decision Support / Director, Responsive First Nations Engagement, this position provides technical advice and assistance to First Nations groups concerning Commission programs, government policy, and processes. This includes those required to promote industry investment in oil and gas exploration and pipeline development and management in ways intended to secure and safeguard the aims, aspirations and rights of all parties. Further to this, the First Nations Liaison Officer conducts consultation, negotiation, and mediation processes to foster project specific agreements between First Nations and corporate investors as they apply to exploration, production and pipeline projects on Crown Lands with First Nations interests.

ACCOUNTABILITIES

- 1. Leads and supports consultative processes with First Nations and corporate representatives to facilitate development of terms and conditions acceptable to First Nations, corporate investors, and the Crown in respect to oil, gas and pipeline project proposals affecting Crown Lands with First Nations interests (60%):**

- Leads and supports Commission staff in consultative processes with First Nations;
- Ensures that the Commission’s regulatory obligation to consult First Nations related to potential adverse impacts to their rights recognized and affirmed under Section 35(1) of the Constitution are met through appropriate consultation processes;
- Represents the Commission in meetings with First Nations Chiefs and Councils to consult on complex applications as part of the consultation process;
- Makes recommendations to the statutory decision maker on conditions to accommodate potential impacts to First Nation rights and title;
- Promotes/facilitates/leads discussion and negotiation between concerned First Nations representatives and industry officials to encourage mutually acceptable settlements; working with the parties individually and together to mediate issues in dispute that have been elevated in the consultation process;
- Oversees the maintenance of the integrity of consultative processes between First Nations and corporate investors as they pertain to industry specific applications;
- Documents meetings and discussions between First Nations and Commission staff, industry, and other interested parties (e.g., local and regional governments, the business community, etc.) as they pertain to the implementation and management of industry sponsored projects.

2. Develops and maintains working relationships with First Nations and industry representatives to facilitate the on-going identification and resolution of their respective concerns affecting substantive and sensitive issues that influence the Commission’s business objectives (15%):

- Cultivates development of and working relationships between the Commission, First Nations, and industry to build trust and respect among First Nations and stakeholders often having dissimilar objectives and interests;
- Interprets Commission management policies, agreements, and processes to First Nations leaders and their representatives in a manner free of technical/engineering language and ambiguities;

3. Provides advice and direction to Commission management and staff regarding First Nations issues and concerns and participates in planning processes for their resolution (15%):

- Ensures Commission management is kept current with pending and/or evolving issues affecting First Nations/Commission interface;
- Provides technical support information for cooperative agreements between First Nations and the Commission;
- Participates in meetings between internal staff and First Nations to develop strategies to achieve common goals;
- Represents the Commission on committees involving other ministries and agencies and other governments to address First Nations issues;
- Develops processes to assist the Commission with identifying aboriginal rights as an essential feature to Commission business planning processes;
- Identifies Commission staff training needs related to aboriginal issues and cross-cultural awareness and participates in development and delivery of appropriate training activities.

4. Performs other duties, such as, but not limited to: (10%):

- Delivery of presentations to First Nations, industry, Commission staff, and other interested parties;
- Responses to general inquiries on aboriginal issues;
- Research and organization of information to promote First Nations participation in oil and gas development opportunities.

ORGANIZATION CHART

Commissioner, Chief Executive Officer

Executive Vice President, Resource Management & Stewardship

Vice President, Responsible Development & Stewardship

Executive Director, Major Projects / Operational Transition Lead

Director, Major Projects Decision Support / Director, Responsive First Nations Engagement

First Nations Liaison Officer (Topic Position)

EDUCATION AND EXPERIENCE REQUIREMENTS

Education:

- Graduation with a degree from a recognized post-secondary institution and/or an equivalent combination of education and experience will be considered to reflect a diversity of learning and experiences.

Experience in:

- Broad project or policy experience related to environmental or natural resource management.
- Working with First Nations or stakeholders to resolve land use conflicts.
- Project management including research, policy, and program development.
- Leading, or participating in, conversations, facilitations and conflict resolution with First Nations communities, stakeholders, industry, special interest groups, government and the public.
- Working with relevant federal, provincial, municipal and First Nations' regulatory policies, governments, processes, and programs.
- Preference may be given to those with experience in the oil and gas industry as it relates to First Nations issues.

Knowledge of:

- Working knowledge of Aboriginal law, including experience in research, data collection, and issues management; knowledge of First Nations assertions to rights and titles.
- The relationship between aboriginal issues and the mandate of the Commission.
- Current, high level environmental issues.
- Oil & Gas Commission Act, Petroleum and Natural Gas Act, Pipeline Act, and other legislation related to the oil and gas industry.
- Processes for the approval of licenses and permits.

Skills & Abilities:

- Ability to exercise judgment and sensitivity in complex and politically sensitive issues.
- Excellent public relations, communication, and presentation skills.
- Ability to work with limited direction/supervision; to work under pressure with changing priorities.
- Ability to determine risk as it relates to First Nations rights or title.
- Ability to meet with members of the public, First Nations' communities, industry and senior government officials.
- Ability to prepare clear, concise documents, reports and correspondence for management on a wide range of issues using various pieces of software.
- Ability to maintain confidentiality requirements and make decisions in situations where there may be no favorable outcome.

KEY COMPETENCIES

Relationship Building: working to build or maintain ethical relationships or networks or contacts with people who are, or may be, potentially helpful in achieving work-related goals and establishing advantages.

Listening, Understanding and Responding: the desire and ability to understand and respond effectively to other people from diverse backgrounds. It includes the ability to understand accurately and respond effectively to spoken and unspoken or partly expressed thoughts, feelings and concerns of others. People who demonstrate high levels of this competency show a deep and complex understanding of others, including cross-cultural sensitivity.

Conflict Management: the ability to develop working relationships that facilitate the prevention and/or resolution of conflicts within the organization; to keep one's emotions under control and restrain negative actions when provoked, faced with opposition or hostility from others, or when working under stress.

Building Partnership with Stakeholders: the ability to build long-term or on-going relationships with stakeholder and rights-holders. This type of relationship is often quite deliberate and is typically focused on the way the relationship is conducted. Implicit in this competency is demonstrating a respect for and stating positive expectations of the stakeholder.

Organizational Awareness: the acumen to appreciate and the ability to use the power relationships in either one's own, or other, organization(s). This includes the ability to identify the real decision-makers and the individuals who can influence them; and to predict how new events or situations will affect individuals and groups within the organization

Cultural Agility is the ability to work respectfully, knowledgeably and effectively with Indigenous People. Notices and readily adapts to cultural uniqueness in order to create a sense of safety for all. Has the capacity to relate to or allow for different cultural perspectives and is willing to experience a personal shift in perspective.