

**Project Director**  
**Start Date: As soon as possible**  
**24 weeks with possibility of extension**  
**Schedule: 2-3 days/week**

**From Canada's big cities to its remote land, waters, and rural communities, Tides Canada provides uncommon solutions for the common good.**

**Our mission is to help Canadians secure a healthy environment in ways that promote social equity and economic prosperity. To tackle the complex environmental and social problems that we face in Canada today, Tides Canada provides strategy, expertise, and tools to ensure changemakers can get from vision to impact.**

### **Position Overview**

Are you passionate about social and environmental justice and change? Are you interested in supporting collaboration between ENGOS, First Nations, and the philanthropic community? Do you want to be part of a dynamic, forward-thinking, and fast-paced team? Are you invigorated by flexing your creative muscles in an innovative and entrepreneurial environment? If so... this is the opportunity for you!

The Treaty 8 Water Initiative, a project of the Tides Canada Shared Platform, is seeking a Project Director to support and help raise funds for a partnership that engages ENGOS, First Nation communities, and funders in developing an innovative, Indigenous-led approach to watershed governance. The Project Director will work closely with a Steering Committee, and the Indigenous partners and advisors who provide oversight to this initiative.

### **About the Treaty 8 Water Initiative:**

The Treaty 8 Water Initiative is a collaborative project to improve water management, conservation, and governance in the Mackenzie River Basin. The initiative seeks to build Nation-to-Nation shared decision-making approaches between Treaty 8 and non-Indigenous governments, through the implementing the Mackenzie River Bilateral Agreements, and regional water management tools and strategies. Achieving these big-picture and long-term goals will require a multi-year collaborative effort between Indigenous Nations, Provincial/Federal governments, communities, NGOs, industry, and the philanthropic sector. In its first phases, the initiative will coordinate a historic meeting of all the 39 Treaty 8 Chiefs from NWT, AB, BC, SK, YK (who have not all gathered since the signing of the Treaty in 1899) to formalize a Treaty 8 Water Accord, and develop a unified approach to water governance across Treaty 8.

### **Primary Responsibilities:**

This position reports to the Treaty 8 Water Initiative Steering Committee, and Tides Canada Support Team. The Project Director will work in close collaboration with partners and advisors to manage and execute funding and communications strategies to support this initiative. Duties will include:

#### Fundraising (70%)

- Lead the outreach process to engage potential philanthropic, community, or private sector funding partners
- Meet budget targets for core program support and specific projects through the development and implementation of fundraising strategies

- Connect with key water leaders, funders, and First Nations elsewhere in BC, Treaty 8, and Canada to inform strategies
- Generate background fundraising materials (such as cases for support), funding proposals and reports
- Develop a coordinated long-term fundraising plan and funding relationships to support sustainable funding of this initiative, including the exploration of a funder collaborative structure
- Serve as a main point of contact for donors
- Ensure all major gift donors are receiving appropriate and consistent recognition

#### General Operations (30%)

- Manage general operations and communications (e.g., develop a simple website)
- Work in partnership with the Steering Committee and Tides Canada Support Team to ensure the financial health of the project
- Work with the Steering Committee and Tides Canada Support Team to prepare regular budgets for each phase of the initiative and for specific projects, and monitor budgetary expenditures and limits, taking the lead on the philanthropic commitments to the initiative
- Work with Tides Canada Support Team on the general management and administration of the project, such as ensuring activities comply with project's description and all policies and procedures of Tides Canada
- Work with Tides Canada Support Team on human resources management, including supervising volunteers and liaising with contractors, and gaining familiarity with TCI HR guidelines, policies, and practices

#### **Mandatory Requirements and Qualifications:**

We are seeking a highly motivated, organized, and independent problem-solver, networker, and communicator who has demonstrated experience working on complex, emergent, collaborative projects.

- Related University Degree (Graduate studies preferred)
- Minimum 3 years' relevant experience
- Previous experience in the environmental and/or non-profit sector
- General knowledge of the theory and practice of fundraising and demonstrated knowledge of fundamental fundraising practices
- Experience working with collaborative models that engage diverse watershed users and rights holders
- Demonstrated ability to write and speak fluently for the fundraising environment, and other audiences
- Excellent project management, prioritization, and time-management skills in order to balance competing priorities, complex situations, and tight deadlines; while driving to surpass goals
- Ability to work collaboratively with a team
- Demonstrated flexibility, independence, and initiative (self-starter)
- Demonstrated passion for innovative environmental and/or community-based initiatives
- Tech-savvy : Excellent comprehension and ease with the application of Microsoft Office programs, particularly Microsoft Word, PowerPoint and Excel

#### **Preferred Assets/Experience:**

- Experience working with Indigenous governments and/or Indigenous-led initiatives
- Knowledge of environmental governance issues in BC and Canada
- Experience in professional fundraising and initiating and cultivating funding partnerships

- Proven track record of closing major gifts and/or securing business at the \$10,000 + level
- Experience with emergent, experimental initiatives; high comfort with different organizational cultures

**Compensation:** This is a 2 to 3 day/week position with salary and schedule dependent on experience and availability. The term is 24 weeks with potential for renewal for another 24 weeks dependent on funding.

You must have access to a home office or shared work space and ability to work effectively with remote colleagues. Position can be based anywhere in Canada, but BC is preferred.

The start date is effective immediately and the position will remain open until filled.

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#### **HOW TO APPLY:**

Together with your resume, please forward a cover letter, which includes your responses to the following questions:

1. How did you hear about this position, and what interests you most about it?
2. Why are you looking for a change?
3. Briefly tell us how your skills and experiences are a good fit for this position.
4. Briefly describe your approach to championing a new idea; how would you facilitate change?
5. Briefly tell us how you demonstrate your passion for environment and social justice issues.
6. To ensure a mutual fit, please advise us of your schedule preference and salary requirements.

Please send your resume and the cover letter with your responses to the above questions, with "Application for T8 Water Initiative Project Director" in the subject line, to Natasha Overduin ([research@polisproject.org](mailto:research@polisproject.org)). *We will accept applications until the position is filled.*

For more information about Tides Canada and the Treaty 8 Water Initiative, please visit: <http://tidescanada.org/>

*As the Treaty 8 Water Initiative is on Tides Canada's Shared Platform, the selected candidate will be an employee of Tides Canada.*

***Tides Canada is strongly committed to creating a diverse workplace environment and we welcome and encourage applications from the communities we serve. We are proud to be an equal opportunity employer.***

***Tides Canada will provide accommodation during all steps of the hiring process, upon request, to applicants with disabilities. Please advise us if you need any accommodation.***

*Our sincere appreciation to all those expressing interest in the position, however, only those applicants invited for an interview will be contacted. Thank you for your interest!*

*No phone calls or recruiters please.*