

NORTHERN
POLICY INSTITUTE

INSTITUT DES POLITIQUES
DU NORD

Giwednong Aakomenjigewin Teg

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Institu dPolitik di Nor

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OPPORTUNITIES AT NPI FOCUS ON STUDENTS/NEW GRADUATES

CHARLES CIRTWILL, PRESIDENT & CEO
6 DECEMBER 2022



Land Acknowledgement

- NPI would like to acknowledge the First Peoples on whose traditional territories we live and work. NPI is grateful for the opportunity to have our offices located here. We thank all the generations of people who have taken care of these lands.
- Each community is home to many diverse First Nations, Inuit, and Métis Peoples.
- We recognize and appreciate the historic connection that Indigenous people have to these territories. We support their efforts to sustain and grow their nations. We also recognize the contributions that they have made in shaping and strengthening local communities, the province, and Canada.

Agenda

- **About NPI**
- **About Experience North**
- **NPI Opportunities**
 - **For International Students**
 - **For First Nation, Métis, Inuit, and Francophone Students**
 - A Hiring Preference
 - **For Bilingual Students**
 - A Salary Top-up
 - **14 Current Openings**
 - 1 - Project Opening (24 months)
 - 3 - 12-month Internships
 - 10 - Summer 2023 Placements

What we do – Public Policy

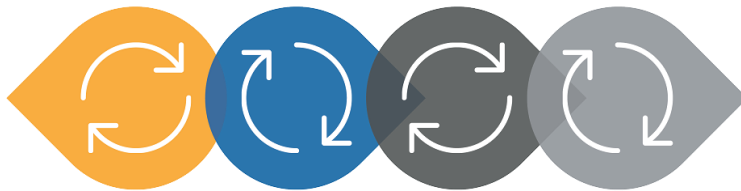


Sharing Data Providing Information Developing Knowledge
Partager des données Fournir des informations Développer des connaissances



**Basic Data
Training –
Where to
Find Things
and How to
Use Them**

Ready Made Community Profiles & More



NORTHERN ONTARIO DATA CONSORTIUM

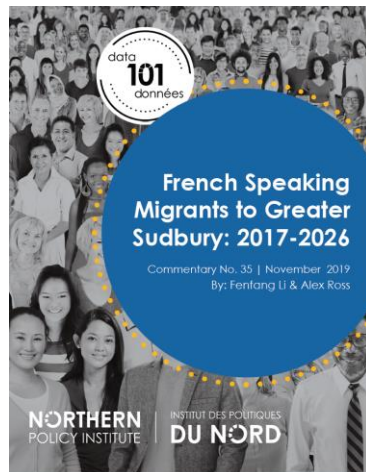
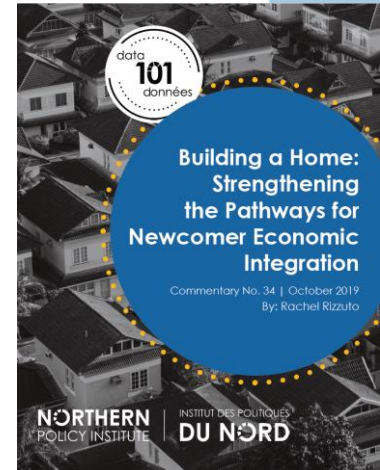
**“Costco” of data – Cheaper
than Buying Direct from
StatsCan & others**

**#KNOWTHE NORTH
CONNAISSEZ LE NORD**

Trends for You & Your Neighbours

Publications Too

- Strategic Planning
- Population Profiling
- Policy Options
- Program Assessment
- Comparative Analysis
- Event Partnerships
- Marketing & Communications Assistance



COLLECTIF D'ANALYSTES DU NORD | NORTHERN ANALYST COLLECTIVE

Just a Few of our Summer Office Locations

Kenora



Timmins



North Bay

What is Experience North



Previous Experience North Placements

"This summer placement has allowed me to spend my weekdays learning about the regions of Northern Ontario and my weekends out exploring them – I couldn't ask for anything more. "

– Abby Shillinglaw
(Temiskaming Shores)

"Coming back a second year did not feel like coming back to the same job because NPI has so many different projects and skills needed to complete them that every experience/task feels brand new! "

– Maia Kvas (Timmins)

"This summer has given me the chance to hone my abilities as a researcher, writer, interviewer, and Excel spreadsheet-maker. It feels like I've been granted an all-access backstage pass to the region I grew up in, and I can't believe how much I've learned. "

– Mateo Orrantia (Marathon)

International Student Opportunities

- **12-Month Internships – recent grads only (up to 8 spots - open competition)**
 - Supported by: FedNor, Northern Ontario Heritage Fund Corporation
 - Timing: start dates vary – **can be realigned to match cohort timing**
 - **Right Now – Three Positions Available**
- **Project Positions – eligible to work in Canada**
 - Timing: Start Dates vary
 - Monitor: <https://www.northernpolicy.ca/careers>
 - Subscribe to newsletter - <https://www.northernpolicy.ca/>
 - **Right Now – One Position Available**
- **Staff Positions – eligible to work in Canada**
 - Timing: Start Dates vary
 - Monitor: <https://www.northernpolicy.ca/careers>
 - Subscribe to newsletter - <https://www.northernpolicy.ca/>
 - **Right Now – No Positions Available**

First Nation, Métis, Inuit, & Francophone

A Hiring Preference

When considering applications from two equally qualified candidates, **NPI will give preference to First Nation, Métis, Inuit, or Francophone candidates.**

Candidates coming from rural or remote northern communities or with a stated interest in working in northern regions in the future will also be given special preference.

If any of these characteristics apply to you, we encourage you to voluntarily state this in your cover letter.

Bilingual Students – FN, Métis, and French

A Top-Up in Pay

Northern Policy Institute values the ability to engage with the community in multiple languages. We offer a bilingual increment if you speak English **and** Anishinabemowin, Oji-Cree, Cree, Michif **or** French

For 12-month internships and annual contracts

- An increment of \$1,500 over and above base salary is available for those who can fluently speak both French and English in a professional setting.

For 4-month placements or co-op positions

- An increment of \$500 over and above base salary is available for those who can fluently speak both French and English in a professional setting.

Pay & Benefits

■ **12-Month & Project Placements**

- Salary \$42,500 or \$45,00 per year
- 2.5% RRSP (no matching required)
- \$500 professional development allowance
- 2 weeks vacation per year plus 2 weeks with pay at Christmas
- NPI recognizes all Federal AND Provincial statutory holidays (13 days)
- Plus, we add 2 floating holidays for days not recognized by Canada or Ontario

■ **Co-ops and Internships**

- \$18-20 per hour for Bachelor or College level candidates
- \$20-22 per hour for Master level candidates
- 2.5% RRSP (no matching required)
- 4% accrual - paid out in lieu of vacation for placements less than 4 months, taken as paid vacation for periods in excess of 4 months

Current Vacancies

www.northernpolicy.ca/careers

- **Project Officer (24 months)**
 - Program Officer – Magnetic North – Sudbury
- **Internships (12 months)**
 - Policy Analyst – Transportation – Kirkland Lake
 - Policy Analyst – Rural & Remote Childcare – Kirkland Lake
 - Community Engagement Officer – Thunder Bay



Experience North Openings

www.northernpolicy.ca/careers



Experience North – Summer 2023 (4 month)

- **8 May 2023 to 25 August 2023**
- **restricted by funder to Canadian students only**

- Research Analyst, Supply Chains - Kapuskasing
- Research Analyst, Community Profiles - Kapuskasing

- Office/Operations Assistant – Thunder Bay
- Finance Assistant – Thunder Bay

- Communications Officer – Fort Frances
- Graphic Designer – Fort Frances

- Policy Analyst, Reconciliation in the Workforce– Sault Ste. Marie
- Policy Analyst, Welcoming Communities – Sault Ste. Marie

- Policy Analyst, Green Energy Generation – Parry Sound
- Policy Analyst, E-charging – Parry Sound

Questions?

www.northernpolicy.ca/opportunities

www.northernpolicy.ca/careers



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THANK YOU. MARSEE. Pəə̀n̄dΓN̄P̄ MERCI.
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