

Policy Analyst – Immigration – Thunder Bay - Bilingual

Northern Policy Institute (NPI) is seeking a full-time bilingual Policy Analyst in **Thunder Bay, Ontario**. This position is ideal for those seeking a first position post-graduation or those looking to bring their knowledge and experience to Northern Ontario.

Roll up your sleeves and put data to work. Monitor the success of Francophone and bilingual immigration efforts in rural and northern communities. Help update the regional population retention and attraction portals. Help put every community's "best foot forward". At the same time explore the size, nature, and direction of immigration and labour market trends in every region of Northern Ontario. Who is growing? Shrinking? What can be done to improve? Economics, statistics, public administration, political science, or business students may find this position especially rewarding. But anyone interested in diving into data for communities should apply.

Solid analytical and writing skills are a must. In addition to descriptive statistics, the placements will be expected to assess and explore potential policy implications and apply comparative evidence to support proposed policy changes, solutions, or directions. While a master's degree is preferred, those holding a diploma or a bachelor's degree (with some practical experience) should also apply.

Northern Policy Institute appreciates all expressions of interest; **only candidates who are to be interviewed will be contacted**. The starting salary for this position is **\$50,000 to \$53,000** per year (plus benefits). This is a **bilingual position** so the successful candidate must speak both French and English. There is a **\$3,000 increment** over and above base salary to reflect this requirement.

Tentative start date is 2 November 2026. Deadline for applications is noon eastern time 23 September 2026. Please forward a **cover letter, resume, and references** to hr@northernpolicy.ca with Bilingual Policy Analyst – Immigration in the subject line.

Candidates are asked to provide a one-paragraph statement as to why they have applied for this position in this specific community. Applications that do not include this information may not be considered.

Note: applicants for this position **MUST** satisfy the eligibility requirements of NOHFC's internship program, which include that the candidate be at least 18 years of age, be a new entrant into the workforce or transitioning to a new career, not previously participated in an NOHFC-funded internship, reside, and be legally eligible to work, in Canada. For more details visit: <https://nohfc.ca/en/pages/programs/people-talent-program/workforce-development-stream>

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**.

For information about the community of Thunder Bay, please visit: <https://www.thunderbay.ca/>



This opportunity is proudly supported by Northern Ontario Heritage Fund Corporation and is funded through the Workforce Development Program.