

Policy Analyst – Investment Attraction – Timmins

Northern Policy Institute (NPI) is seeking a full-time Policy Analyst in **Timmins, 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 major projects and new opportunities across Northern Ontario. Which communities are having the most success attracting, retaining and growing businesses? Are there lessons to be learned and methods to be copied in similar communities? Help communities find ways to break (or just modify) the cycle of “two-in two-out” so that worker’s families can call Northern Ontario home. 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). **Bilingualism would be a significant advantage in this position**. There is a **\$3,000 increment** over and above base salary for candidates who speak both English and French fluently.

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 Policy Analyst – Investment Attraction 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.timmins.ca/>



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