

Policy Analyst – Population Retention Summer 2026, Thunder Bay

Are you eligible for Canada Summer Jobs funding (see below)? If your answer is yes - Northern Policy Institute is seeking a full-time Policy Analyst – Population Retention for a 16-week position in Thunder Bay, Ontario. This position is ideal for those seeking to build firsthand experience about real world policy research. How it is done, how it is crafted, and to whom and how it is communicated.

Roll up your sleeves and put data to work. Help update the regional population retention and attraction portals. Help put every community's "best foot forward". At the same time explore best practices related to population retention. Who is doing a great job? Who might need some help? 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.

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

Northern Policy Institute appreciates all expressions of interest; **only candidates who are to be interviewed will be contacted.** The salary range for this position is \$20-\$22 per hour for Bachelor or College level candidates and \$23-\$25 per hour for Master level candidates. Placements will begin 04 May 2026 and end 21 August 2026.

An increment of \$500 over and above the base salary is available for those who can fluently speak Anishinabemowin, Oji-Cree, Cree, Michif, or French as well as English in a professional setting.

Deadline for applications is **midnight eastern time 15 February 2026.** Please forward a cover letter, resume, and references to hr@northernpolicy.ca with **Summer 2026 Thunder Bay, Policy Analyst – Population Retention** in the subject line.

Experience North receives partial funding from the Canada Summer Jobs Program. Applicants should be aware of the eligibility requirements for that program. To be eligible for Canada Summer Jobs Funding, youth must: **be a resident (temporarily or permanently) in the federal riding where the grant is disbursed;** be between 15 and 30 years of age at the start of the employment; be a **Canadian citizen, permanent resident, or person to whom refugee protection has been conferred** under the Immigration and Refugee Protection Act for the duration of the employment; and, have a valid Social Insurance Number at the start of employment and be legally entitled to work in Canada in accordance with relevant provincial or territorial legislation and regulations.

*Experience North is a program intended to build capacity in Northern Ontario. As such, while spots are not allocated to specific demographics, there is a hiring preference in place. 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/>
To learn more about **Experience North** – [watch this video](#).