

Policy Analyst – Welcoming Communities – Kirkland Lake

Northern Policy Institute (NPI) is seeking a full-time Policy Analyst for a 2-year contract in **Kirkland Lake, Ontario**. This position is ideal for those seeking a first position post-graduation or looking to bring their knowledge and experience to Northern Ontario.

The Policy Analyst will monitor and assess population retention, attraction, and welcoming efforts in Ontario's central, western, and northern regions. Where necessary, the Analyst will also propose evidence-based changes to improve the effectiveness or efficiency of these efforts.

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. University or college students (with some practical experience) are preferred. Bilingualism would be an advantage. Multilingualism, or a special knowledge of Northern Ontario, would also be assets.

Candidates are asked to provide a one-paragraph statement as to why they 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 **\$45,000 to \$52,500** per year (plus benefits). To learn more about the benefits of working at NPI visit: <https://www.northernpolicy.ca/opportunities>.

NPI values the ability to engage with communities in multiple languages. **An increment of \$1,500 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.

The deadline for applications is **midnight eastern time, 19 November 2023**. The expected start date is 16 January 2024. Please forward a cover letter, resume and references to hr@northernpolicy.ca with **Welcoming Communities, Kirkland Lake** in the subject line. If interested, you can request a job description for this position by writing hr@northernpolicy.ca.

Note: applicants for this position **MUST** satisfy the eligibility requirements of NOHFC's internship program, which include: being at least 18 years of age, being a new entrant into the workforce or transitioning to a new career, not having 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 Kirkland Lake visit: <https://www.kirklandlake.ca/>



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