

Senior Policy Analyst (and Office Lead) – Bilingual - Timmins

Northern Policy Institute (NPI) is seeking a full-time Senior Policy Analyst (and Office Lead) for a three-year contract (renewable) in **Timmins, Ontario**.

The Senior Policy Analyst will be responsible for guiding a team of researchers, interns, and summer placements. They will monitor the development and growth of the various regions that make up Northern Ontario. Identifying best practices and evidence-based solutions to help Northern Ontario grow and prosper. The Senior Analyst will be expected to develop and actively participate in a mutually supportive network of professional connections.

Solid analytical and writing skills are a must. In addition to descriptive statistics, the successful candidate 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 and at least two years of experience is preferred, those holding a diploma or a bachelor's degree with at least five years practical experience should also apply. **Bilingualism is required.** 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 a position in Northern Ontario. 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 **\$65,000 to \$69,000** per year (plus benefits).

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.

To learn more about the benefits of working at NPI visit:
<https://www.northernpolicy.ca/benefits-of-working-at-npi>.

The deadline for applications is **midnight eastern time, 18 May 2025**. The expected start date is 2 July 2025. Please forward a cover letter, resume and references to hr@northernpolicy.ca with **Senior Policy Analyst** in the subject line. If interested, you can request a job description for this position by writing hr@northernpolicy.ca.

*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 Timmins visit: <https://www.timmins.ca/>