



First Nations  
**FINANCIAL  
MANAGEMENT  
BOARD**

**CONSEIL  
DE GESTION  
FINANCIÈRE** des  
Premières Nations

Job Posting  
**POLICY LAWYER**  
March 2022

## Why Apply

Work with a growing national team dedicated to reconciliation at the First Nations Financial Management Board (FMB). We support First Nations in developing and implementing sound administrative governance and finance practices, that are fully optional and provided free to First Nations. The FMB was created under the First Nations Fiscal Management Act (“FMA”) in 2006 and has been serving First Nations ever since.

FMB values its staff, and offers flexible work hours, generous extended benefits, vacations, matching RRSP contributions, and opportunities for professional development and career growth. If you want to make the most of your skills and expertise while growing your career, we want to work with you. A career at FMB is an opportunity to be part of a talented, diverse, and inclusive team doing transformative work on a national scale.

## Position Overview

FMB is looking for a creative lawyer with a desire to develop policy that will drive economic reconciliation for Indigenous people and improve their lives.

Reporting to a Senior Leader, the Policy Lawyer is responsible for contributing to policy research, consultation and outreach, development, writing, advocacy, and implementation. You will be expected to work on a wide diversity of matters related to our purposes and mandate, including Indigenous economic reconciliation and Indigenous finance and administration. From time to time, you may be asked to assist our CEO, General Counsel, or Marketing and Legal Services teams on other policy or legal matters.

Our Policy will be developed in consultation and cooperation with our client First Nations. Policy and policy advocacy are approved by the Board and policy implementation funding and operations may need to be approved by our funders, the Ministries of Indigenous Services Canada and Crown-Indigenous Relations and Northern Affairs Canada and/or the Centre (Ministry of Finance, Treasury Board, Privy Council Office and/or Prime Ministers Office). Accordingly, materials to support these processes will need to be developed.

As a seasoned policy lawyer with substantial experience in financial, securities, and/or Indigenous law you will liaise and build relationships with various stakeholders, organizations, and individuals including Indigenous clients, outside counsel, the Federal Government, provincial or territorial governments, financial institutions and regulators, financial and educational organizations, Indigenous governing bodies, other First Nations Fiscal Management Act institutions and the FMB Team.

## Accountabilities

- Develop and draft new and revised policy based on thorough research, analysis, and consultation; policy work may extend to the creation and drafting of reconciliation standards;
- Liaise with the Senior Leadership Team regarding ongoing policy initiatives, rules development and regulatory approvals of amendments;

- Review, research and analyze developments in Indigenous economic reconciliation policy, ESG/sustainability regulation, and industry trends (including Diversity, Equity and Inclusion), financial and securities regulation as it pertains to Indigenous reconciliation and STEM education policy;
- Represent FMB at various events, including participation in various meetings with internal and external stakeholders and Government regulators;
- Monitor legal trends and engage in continuous gathering and analysis of information on current legislative, judicial and practice developments as well as current and emerging issues important to FMB and FMB's Stakeholders;
- Conduct legal and other research for the development of policy positions;
- Help leverage relationships with law associations, industry advocacy groups, financial and education institutions, regulatory bodies, and stakeholder organizations to advance FMB partnerships, speaking and advocacy opportunities to expand the reach and impact of FMB;
- Facilitating and participating in advocacy related meetings between FMB representatives and key decision makers and stakeholders when requested;
- Liaising with FMB Public Affairs to provide advice and assistance with the communication to achieve maximum government and political exposure where appropriate;
- Working with other Senior Leaders to write and distribute policy updates on key developments with major decision makers and stakeholders, and opportunities for participating in consultations and preparing submissions to bodies such as the Canadian Securities Administrators, sustainable standards boards, financial services regulators, etc.;
- Overseeing communications on policy matters between FMB and government officials or other key decision makers;
- Spearheading planning and writing submissions to key decision makers in furtherance of policy development and advocacy interests of FMB;
- Work directly with the Director or Strategic Opportunities to understand the policy wording and coverage intent and assist in drafting and policy development.
- Provide proactive insights and legal guidance by identifying opportunities for technical excellence, developing, and delivering targeted training to the organization.

The Policy Lawyer performs other duties as assigned.

## Qualifications

- Must possess a Bachelor of Laws (LLB) or Juris Doctor (JD);
- Must be a practicing member in good standing with the Law Society of their province or territory;
- Experience in and/or completion of training in ESG/sustainability, finance, securities, and/or Indigenous economic policy would be an asset. (e.g. CPA, CFA, CSC)
- Must have a minimum of 5 years' experience;
- Experience with policy development and implementation;
- Experience in leading projects;
- Experience working with Federal or Provincial/Territorial Government organizations and representatives or with Indigenous Governments, organizations, and communities is a strong asset;
- Experience with legislative standards drafting would be helpful
- Must have an awareness and appreciation of Indigenous culture and history and willingness to participate in ongoing education and training for the role including Indigenous studies;
- Adaptable and flexible to various competing demands with proficiency at managing high work volumes in a fast-paced;

- Must be fluent in English (spoken and written). Fluency in French or an Indigenous language is considered an asset.

## Work Conditions

- This position could be based in West Vancouver, Winnipeg, Ottawa, or Montreal; Permanent remote working may be considered;
- May require a call to the bar of provinces or territories (or eligibility to transfer) that have implemented UNDRIP legislation;
- May require occasional national travel, particularly to West Vancouver, Ottawa, Toronto, Montreal and/or Victoria.

## What We Offer

- Salary and annual bonus eligibility;
- Flexible 37.5-hour work week
- Employer paid extended benefits;
- Matching group RRSP contributions;
- Annual vacation allowance and generous paid stat & non-stat days;
- Work-life balance;
- Remote or hybrid work arrangements
- Professional development & career growth opportunities.

### Application deadline: Until filled

Apply on our FMB career pages [here](#).

FMB is an equal opportunity employer that recognizes and celebrates the diversity of all First Nations and people across Canada. We are an inclusive organization that treats all employees equally. As a First Nations Organization, applicants of Indigenous descent are highly encouraged to apply.