



Position:	Director, Indigenous Relations
Term:	Full Time
Location:	Toronto, Ontario, Canada
Reporting to:	SVP, Strategic Policy & Innovation
Vacancy Status:	New Position

The Organization: Waterfront Toronto

Waterfront Toronto was established by the Government of Canada, the Province of Ontario and the City of Toronto in 2001 to oversee and lead the renewal of the city's waterfront. Our mandate is to deliver a revitalized waterfront that brings together the most innovative approaches to sustainable urban development, excellence in urban design, real estate development, and leading technology infrastructure. Working with the community, and with public and private-sector partners, Waterfront Toronto creates neighbourhoods anchored by parks and public spaces, and diverse, sustainable, mixed-use communities that offer a high quality of life for residents, employees, and visitors alike. We are transforming the waterfront for the use and enjoyment of the people of Toronto, Ontario and Canada, to foster economic growth and to redefine how the city, province and country are perceived by the world.

The Opportunity: Director, Indigenous Relations

The **Director, Indigenous Relations** will provide senior leadership in advancing Waterfront Toronto's commitment to reconciliation through respectful relationships with Indigenous communities, embedding Indigenous perspectives across the organization, and ensuring Indigenous rights, knowledge systems, and ways of knowing inform planning, decision-making, and project delivery.

Key Responsibilities:

- Provide strategic advice and subject-matter expertise to senior leadership on Indigenous relations, reconciliation, and decolonization, aligned with organizational priorities, government directions, and evolving legal and policy contexts.
- Lead the development, implementation, and accountability of the organization's Indigenous relations strategy, including policies, practices, performance measurement, and executive oversight.
- Represent the organization in respectful, rights-based engagement with Indigenous communities and governments, and support senior leaders in building and sustaining trusted, long-term relationships.
- Enable organization-wide integration of reconciliation and decolonization principles through guidance to executives and teams, internal capacity-building, and Indigenous engagement education and training.
- Support Indigenous-related programs, partnerships, and co-design initiatives, while providing timely insights on risks, opportunities, industry-wide developments, and best practices to inform decision-making.

Skills and Qualifications:

- Advanced knowledge of Indigenous governance, Indigenous Knowledge Systems, Indigenous worldviews, Indigenous ways of knowing, and frameworks such as Two-Eyed Seeing and Ethical Space, together with a strong understanding of treaty and rights holding contexts and Canadian legal

and policy frameworks affecting Indigenous rights, including duty to consult and UNDRIP-related commitments.

- Strong understanding of Indigenous approaches to environmental stewardship, including land-based learning, water teachings, Indigenous relationships with water, and Indigenous ecological knowledge, with the ability to integrate these perspectives into strategic planning, project development, partnerships, and organizational initiatives.
- Proven ability to apply Indigenous relations expertise within complex delivery environments (e.g., infrastructure, land-use planning, urban development) to inform strategic decision-making and manage risk.
- Demonstrated experience representing an organization with Indigenous governments, Indigenous organizations, and senior public-sector stakeholders, building trusted relationships with credibility and cultural awareness.
- Strong strategic thinking, communication, and stakeholder engagement skills, with the ability to lead both strategy development and execution in multi-partner environments.
- Well-developed organizational and project management skills, proficiency with Microsoft 365 tools, and a commitment to ongoing learning in Indigenous relations and reconciliation practices.
- Post-secondary degree in Canadian Indigenous Studies, public policy or an equivalent combination of education, traditional knowledge, and professional experience.
- Lived experience as a First Nations, Inuit, or Métis individual will be considered a strong asset for this position.

Salary: \$125,000 – \$145,000 annual base salary. This role is eligible for variable compensation up to 20% of base salary.

**This represents the expected hiring range and does not represent the full pay range for this position. The salary offered may be higher than the posted range depending on several factors such as relevant skills, qualifications, and experience.*

What We Offer:

- Comprehensive Health & Dental Coverage – 100% employer-paid
- Employee Assistance Program (EAP) – Confidential support for employees and their families – 100% employer-paid
- Paid Time Off – Vacation, personal, and sick days
- Retirement Savings – Employer-matching RSP program – up to 6% of base pay
- Professional Growth – Learning & development reimbursement for memberships, conferences, and courses
- Employee Discount – Access to discounts for various retailers through Perkopolis

Work Location:

During this time, Waterfront Toronto is operating in a hybrid work environment. Employees are currently required to work in our office three days per week and have the option to work remotely for the remainder of the week. This is subject to change by the Corporation.

Application Process:

Candidates should email their resume and cover letter, together in one (1) PDF document to: careers@waterfrontontario.ca, quoting **File #26-10** by **September 11, 2026**.

Please indicate in your cover letter how you learned about the job posting and include the specific site or network.

We thank all applicants for their interest; however, only those selected for further consideration will be contacted.

Prohibitions in the Hiring Process:

To ensure the integrity, fairness, and confidentiality of the recruitment process, candidates are required to complete all stages of the hiring process independently. The use of artificial intelligence tools (including, but not limited to, ChatGPT, Microsoft Copilot, or similar technologies), third-party assistance, or external resources is strictly prohibited in the preparation or submission of application materials, assessments, or interview responses.

All submissions must reflect the candidate's own qualifications, skills, and experience. Interview questions, assessments, and related hiring materials are confidential and must not be shared, reproduced, or disclosed to any third party. Failure to comply with these requirements may result in disqualification from the recruitment process.

Note on Future Opportunities:

While we review applications for this role, your application may be considered for future similar opportunities that become available. By submitting your application to us, you agree that we may consider you for an upcoming similar opportunity and can reach out to you should the opportunity arise.

Diversity, Equity, and Inclusion:

Waterfront Toronto is an equal opportunity employer, committed to representing the diversity of the city of Toronto on our team and fostering an inclusive workplace. To this effect, you are encouraged to reflect upon the diversity you would bring to the role within your application, including, but not limited to, identifying with one or more of the under-represented groups identified within the Ontario Human Rights Code. We will provide equitable treatment and accommodation to ensure barrier-free employment. If you require accommodation under the Ontario Human Rights Code or Accessibility for Ontarians with Disabilities Act, 2005 (AODA), or require flexibility to participate in Indigenous cultural practices and ceremonies at any stage of the recruitment process, please advise and we will work with you to meet your needs, up to the point of undue hardship.

AI Disclaimer:

AI-assisted tools may be used by Waterfront Toronto to support and streamline parts of the recruitment process. However, all applications are individually reviewed, and all hiring decisions are made by our human team to ensure fairness and accuracy.