



## Community & Indigenous Engagement Strategist

North York, ON, CAN

Westover, ON, CAN

Apply

### Posting End Date:

October 24, 2019

### Employee Type:

Regular-Full time

### Union/Non:

This is a non-union position

WE= unlimited potential

We didn't get to be a leader in energy delivery or ranked on the Global 100 Most Sustainable Corporations index on our own. We did it in partnership with outstanding individuals who work together as a team to fuel people's quality of life. Individuals like you. And now we're looking for just such an individual to join our team.

To learn more about us, visit [www.enbridge.com](http://www.enbridge.com).

### Primary Focus

This senior role oversees and implements strategic engagement with key stakeholders & Indigenous groups for Major Projects and Operations. Key stakeholders include local government officials, Indigenous groups, influential business leaders, emergency responders and non-government organizations. Where this involves Indigenous people, this engagement is consistent with the principles contained in Enbridge's Indigenous and Native American Policy.

### Responsibilities

Posted 10 Days Ago

Full time

49975

## About Us



### Life Takes Energy.

When the energy you invest in life meets the energy we fuel it with, beautiful things happen.

That's because our energy fuels yours in hundreds of meaningful ways – and in ways you might never have imagined. We don't cook your holiday dinners. Or drive the kids to skating practice. But we do help provide the energy that makes all these things possible. Enbridge brings you more than just energy. The products we deliver are part of everyone's quality of life. Ours is the energy that makes a house a home. The energy that moves our economy. The energy that makes life more convenient and more connected. We understand that your life takes energy. And we are proud to bring it to you.

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communities. Must have a comprehensive understanding of our business, issues, risks and opportunities associated with respective communities, organizations and Indigenous communities.

- Coach and mentor the team, while keeping leadership informed of stakeholder & Indigenous concerns and critical activities. Accountable for overseeing and contributing to the development, implementation and modification of regional engagement plans, major project engagement plans and related budgets.
- Own relationships with key influential leaders and work with internal partners within and outside Public Affairs, Communications and Sustainability (PACS) (i.e. Supply Chain Management) to develop innovative engagement strategies, approaches and tools to maximize efficiencies and minimize risk related to Community and Indigenous Engagement.
- For Indigenous engagement, may be responsible lead for providing the awareness and guidance to the company on Indigenous cultural protocols, norms and politics to ensure the company respectfully engages with Indigenous communities, builds positive relationships, meets regulatory engagement requirements and effectively manage the related risk.
- Lead engagement in the field with individuals, communities, Indigenous groups and local governments and organizations in support of business goals and project objectives, working cooperatively with internal functions such as Environmental Health and Safety (EHS), Business Development and Operations.
- Lead development and implementation of specific engagement plans, including project specific engagement plans and Regional Engagement Plans, strategies, talking points for media spokesperson and related budgets that reflect the interests of both the Company and the potentially-affected stakeholder/Indigenous groups. Meet regulatory requirements and build, maintain and
- enhance Enbridge's reputation as a trusted corporate citizen.
- Coach and mentor team mates on developing and maintaining effective relationships, engagement strategies, and managing issues and risks.
- Support the development of regulatory strategy and participate in formal regulatory process. Contribute to regional engagement knowledge in support of Corporate Community Investment policies and governance.
- Provide timely advice and counsel to Enbridge management and staff and business teams with respect to Community/Stakeholder Engagement, including cultural awareness, consultation, relationships and partnership opportunities, negotiations, issue management, risk and opportunity assessments. This includes bringing the voice (interests and perspectives) of the communities into Enbridge for appropriate

- work with Public Awareness team to identify opportunities to maximize efficiency and effectiveness of delivery of supplemental stakeholder outreach and other activities within the Public Awareness Program.
- Where applicable, consistent with Company guidelines, and in concert with the business units and Company departments such as Law, Operations, Regulatory, EHS and other departments within PACS, lead development of Protocol and Engagement Agreements, negotiate commercial contracts, Letters of Intent and project agreements, etc., that support key stakeholder and Indigenous community relationship building and communication, capacity building, and key stakeholder and Indigenous training and education, contracting and hiring that will strategically advance business objectives.
- Where applicable, working with the Sustainable Supply Chain Management team, identify opportunities in conjunction with project teams or Operations regarding Indigenous content on Enbridge's projects or operations. This includes providing insight into community dynamics, capacity and politics, identifying potential local impacts and regional Indigenous participation opportunities and benefits (e.g. educational, skills development, employment, and business opportunity initiatives).
- Provide senior level expertise and consultation to industry trade associations through participation on high profile advisory panels and working groups.
- Plan and manage functional area or project budget(s) and other resources with a view to cost effectiveness and ensuring appropriate controls.
- Establish and maintain well-organized record of contact and in the relationship management database.
- Keep up professional and individual development.

**Crisis Communications & Response Team:**

- May serve as part of the crisis communications & response team (CCRT) during operational incidents or emergencies and non-operational events such as a reputational crisis. If identified as a member of the CCRT, training will be provided.

**Qualifications****Personal Traits:**

- Values of integrity, safety and respect
- Character that is reliable, open, considerate, accommodating, agreeable, courageous
- High achievement orientation
- Stress tolerance
- Self confidence

Indigenous or stakeholder engagement, preferably in the resources sector, particularly in the energy industry / energy transportation infrastructure sector

- In-depth knowledge and direct experience in engaging with Indigenous communities, including on Indigenous history and rights, on cultural protocols and norms, on Indigenous politics and the ability to successfully engage with indigenous people.
- Familiar with Indigenous history and culture
- Familiarity with applicable government and regulatory requirements, as well as present day issues and community dynamics
- Experience in and understanding of a large, public company with operations in multiple regions.

#### Technical Skills:

- Specific experience in cross-cultural stakeholder and community engagement
- Knowledge of community development practices and organizational effectiveness strategies
- Ability to interact effectively and establish credibility with a wide audience including Indigenous leaders and community representatives, field and corporate staff, external stakeholder groups, partners and contractors
- Solid written and verbal communication, presentation and organizational abilities
- Persistence, patience, and the ability to work independently with minimal direction
- Sense of urgency, with well-developed prioritization, time management and multi-tasking skills
- A high degree of flexibility to adapt to multiple and competing priorities
- Able to deal with a variety of external and internal disciplines and senior management and manage multiple projects at once, under constant deadline pressure
- Ability to prioritize and complete multiple tasks and meet deadlines in a fast-paced environment
- Good judgment in determining relevant content for employees
- Strong customer focus with the ability to listen, identify key issues, advise and maintain confidentiality
- Strong analytical skills to quickly analyze complex situations, determine key issues and messages, and implement the programs
- Strong research skills in subject matter field
- Excellent attention to detail

#### Social Process (People) Skills:

- Team-oriented attitude and the ability to work independently.
- Proven ability to develop and maintain relationships with key stakeholders, internal and external.

We accept applications submitted via our online recruiting system only (<http://careers.enbridge.com>).

Enbridge is an Equal Opportunity and Affirmative Action Employer and is committed to provide employment opportunities to all individuals, without regard to race, religion, age, sex, color, national origin, sexual orientation, gender identity, veteran status, or disability. Accommodation for applicants with disabilities is available on request during the recruitment process. Applicants with disabilities can request accessible formats or communication supports by contacting [careers@enbridge.com](mailto:careers@enbridge.com).

We appreciate your interest in working with us; however, only those applicants selected for interviews will be contacted.

Final candidates for this position may be required to undergo a security screening, including a criminal records check.

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