

Position Profile

Date: March 3, 2020

Job Title: Deputy Minister

Department: Manitoba Conservation and Climate

Location: Winnipeg, Manitoba

Classification: Deputy Minister 3 (DR3)

Employment Type: Regular Full Time

Position Overview

Reporting to the Clerk of the Executive Council and working closely with the Deputy Minister team, you will be a leader in supporting a public service that embraces challenges and places innovation at the centre of its work. You will be committed to strong corporate leadership and to implementing effective fiscal practices that contribute to a stronger economy in Manitoba.

You will lead your department by exemplifying the values and ethics of the Government of Manitoba and creating the conditions to support an innovative, citizen-focused, and highly effective organizational culture.

The position oversees a departmental budget of \$145 million per year and leads a diverse group of approximately 1,475 positions, including seasonal positions, working in multiple locations across Manitoba.

The Deputy Minister of Manitoba Conservation and Climate will:

- Provide sound advice to the Minister, Cabinet and senior government officials.
- Deliver on the department's mandate and the governments Made in Manitoba Climate and Green Plan within allocated resources while reducing costs and maximizing efficiencies.
- Provide executive leadership to successfully develop and implement mandated programs and services.
- Lead strategic planning, policy development and financial planning.
- Develop partnerships with other departments, other levels of government and community stakeholders.
- Lead a team of professionals to ensure a high level of productivity and best use of resources.
- Build a respectful workplace culture that promotes diversity, learning and continuous improvement.
- Exemplify the values and ethics of the Government of Manitoba.
- Provide executive leadership to advance the priorities of the Manitoba Public Service Transformation Strategy.

Skills, Knowledge and Abilities

You will be a progressive, collaborative and trusted leader, who can effectively lead the department to achieve its mandate on time and on budget and foster a positive organizational culture. You must be a results-oriented high-performance organizer and motivator. You must be credible, creative and innovative. You must be an influencer, networker and risk-taker. You must foster commitment, team work and collaboration with superior political acumen and excellent communication skills.

You will demonstrate the following executive management selection criteria:

- An excellent strategic leader with executive experience working in large-scale, complex organizations.
- A record of driving change within complex organizations in uncertain and shifting contexts.
- Experience translating multiple and complex priorities into clear strategy and business plans that can be communicated concisely to managers, staff and external stakeholders.
- Strong communication skills with a record of managing complex, high-level internal and external stakeholder relationships up to the ministerial level.
- Strong outcomes focused orientation, with a demonstrated use of performance measurement tools and tracking systems such as balanced scorecards, to support alignment of work and evidence based decisions.
- Experience in successfully navigating complex governance arrangements to deliver results.
- Strong financial acumen with experience in budgeting and financial management, including the delivery of cost reduction programs.
- Confidence in leading senior management teams.
- Experience providing leadership and direction in the design and implementation of legislation, policies and programs.
- Demonstrated ability to build relationships with Indigenous people and implement the principles of Reconciliation.

Department Overview

The Department of Conservation and Climate's vision and mission is to sustainably manage, conserve and protect Manitoba's environment and resources by working cooperatively with the public, Indigenous communities, and other agencies, governments and stakeholders. The Department seeks to strike a balance between protecting the integrity of the environment and meeting the social and economic needs of Manitobans.

The Department carries out its mission through:

- development and administration of legislation and regulations pertaining to the climate, water, parks and pollution prevention;
- implementing the Made-in-Manitoba Climate and Green Plan by meaningfully engaging Manitobans in a way that respects clean energy investments, supports the economy and reduces greenhouse gas emissions;
- monitoring and enforcing legislation and regulations on the landscape through the Conservation Officer Service;
- ensuring environmental protection by leading the review, assessment, approval, licensing and appeals processes for development activities;
- managing and monitoring of environmental indicators;
- managing protected areas and parks for the recreation and educational awareness of Manitobans and visitors leading to healthier communities;
- protecting communities and resources by building community resilience to wildfires by undertaking mitigation measures for at-risk communities;
- engaging Manitobans on waste diversion and recycling initiatives;
- administration of funding programs and consultations to support departmental and government priorities, and respecting and upholding the honour of the Crown with respect to Treaty and Aboriginal rights.

About the Government of Manitoba

The Manitoba government offers rewarding careers to its employees who deliver hundreds of programs and services to the public. The government has a wide variety of departments, reflecting over 700 different types of jobs, located in communities across the province.

We are an employer that has a commitment to integrity, respect, diversity, inclusion and advancing reconciliation. In 2020, the Manitoba government has once again been selected as one of Manitoba's Top Employers, one of Canada's Top Employers for Young People and one of Canada's Best Diversity Employers. The Manitoba government has a committed, caring and creative workforce that is passionate about contributing to and improving services to our communities and the lives of Manitobans.

Transforming the Manitoba Public Service

It is an exciting time to be a public servant in Manitoba. We are in a period of profound technological, environmental, and socioeconomic change that compels us to evaluate the nature of our work and the essence of our culture.

[Transforming Manitoba Public Service: A Strategy for Action](#) was designed to help the public service move forward in a unified way. Created as a long-term strategy to modernize the public service, it guides the transformation of both the work and the culture of the Manitoba public service.

As part of the Deputy Minister team, you will be a leader in creating the conditions necessary to foster a public sector culture for the future.

About Manitoba

The province of Manitoba is home to almost 1.3 million people who have a well-deserved reputation for being among the friendliest in Canada. No matter what your interests are, Manitoba offers everything from Polar Bear expeditions to gallery tours.

Our capital city, Winnipeg, has a population of over 700,000 and is located at the geographic centre of North America. Home to the world-renowned Royal Winnipeg Ballet, the Canadian Museum for Human Rights and the NHL's Winnipeg Jets, Winnipeg is one of Canada's most historic and beautiful cities. Offering you four distinct seasons and the highest number of sunlight hours in Canada, you are guaranteed to find the life you're looking for in Manitoba.

Come see for yourself!

