

Job Title: Advisor Indigenous Relations

Date: August 20, 2026

Location: Toronto, ON

Requisition ID: 21222

Status: Regular

Business Unit: Corporate Relations, Engagement and Strategy

Grade/Band: MP4

Shift Work:

Positions: 2

Annual Pay Range: For standard 35-hour work week

Step 1: \$111,072 **to Step 10:** \$158,704

The successful candidate will be placed at the appropriate step within the salary grade/band, based on relevant years of experience and other applicable considerations.

Why join us?

The IESO is committed to ensuring Ontario's electricity system meets the province's needs today and into the future. **We are charged with purpose**, delivering reliable, affordable, and sustainable electricity for homes, businesses, and communities across the province. **We are energized to grow**, embracing opportunities to shape the future of a dynamic and evolving energy sector while advancing our careers. **We are powered by teamwork**, supported by diverse and passionate colleagues who foster respect, celebrate successes, and thrive on shared achievements. At the IESO, it's not just what we do—**it's who we are!**

Who we are

Our central role includes managing the provincial power grid in real-time, overseeing and evolving Ontario's electricity market, engaging with government, municipalities and Indigenous communities, and planning for Ontario's future electricity needs. Our employees play a key role in driving grid innovation, protecting the system from threats, advancing the province's energy conservation programs, and forecasting and procuring the electricity resources we'll need in the decades to come.

This is a unionized position that falls within the Indigenous Relations Division within the Corporate Relations Engagement and Strategy Business Unit.

What makes this role exciting

The energy sector is rapidly evolving, offering exciting new opportunities for those who want to make a difference.

The Advisor, Indigenous Relations reports to the Supervisor, Relationships. This position supports the Supervisor in managing positive relationships with First Nations

and Métis communities in order to meet the IESO's key objective of meaningful Indigenous engagement, as well as the broader province's objectives with respect to advancing the involvement of Indigenous communities within the energy sector. The involvement of Indigenous communities could include, but is not limited to power system planning, renewable energy generation, transmission, funding support programs and conservation initiatives. In addition, this position will support the IESO with respect to engaging with Indigenous communities, and, where applicable, fulfilling the Duty to Consult. The position is based in Toronto and requires some travel to First Nation communities and Métis councils across the Province.

What you'll do

- Maintain key contacts and promote ongoing dialogue with Indigenous communities with the objective to foster a cooperative and sustainable working relationship between these communities and the IESO
- Develop an in-depth understanding of the issues and key priorities of Indigenous communities and support their resolution within the IESO.
- Provide sound advice/guidance/information to Indigenous communities related to power system planning, power purchase agreements, Indigenous support programs, and conservation programs.
- Provide expert guidance to IESO's other client groups in the development of the provincially funded programs intended to assist the Indigenous communities in developing renewable energy generation, transmission and conservation initiatives and programs
- Provide analytic and research expertise related to the partnership and economic development initiatives with Indigenous communities across multiple jurisdictions to inform program development such that it meets the current needs of communities.
- Provide communications and training initiatives for IESO staff to build internal awareness of Indigenous issues and interests.
- Develop and maintain relationships with various government ministries and agencies, including (but not limited to) the Ministries of Energy and Mines, Indigenous Affairs and First Nations Economic Reconciliation, Environment, Conservation and Parks, Natural Resources and Forestry; Hydro One and private transmitters; and with OPG and private generators.
- Provide support in the Indigenous Relations program areas in a rapidly evolving legal and social context to deliver sustainable and responsible business results, including timely and effective
- Participate in industry and Indigenous forums, as required, to enhance the sharing of best practices and lessons learned, and is viewed as a subject matter expert
- Prepare reports and correspondence and make presentations as required internally and externally in support of the Supervisor.
- Assists the Supervisor in the IESO's annual First Nations Energy Symposium
- This position requires travel to Indigenous communities throughout Ontario.

And other duties or responsibilities as may be assigned.

In a typical day, you will:

- Work collaboratively with Indigenous communities to support activities related to the development of renewable energy generation, transmission and conservation.
- Provide support to the Supervisor when the IESO is undertaking engagement and relationship-building initiatives with Indigenous communities

- Act as an ongoing source of expertise and a conduit between IESO and Indigenous communities as it relates to the broad mandate of the IESO.
- Lead the execution of engagement in line with the IESO's Indigenous Peoples Policy
- Monitor, analyze and communicate emerging issues, risks and opportunities

What you need to succeed

- Post-secondary degree in engineering, energy, business, environmental studies, political science or a technical discipline is preferred; a post graduate degree is an asset
- 6 – 8 years' of relevant experience in the energy sector with experience in indigenous relations, stakeholder engagement, and policy development.
- In depth knowledge and understanding of Indigenous communities' history, culture and treaty relationships
- Willingness to build trust-based relationships with Indigenous communities, participating in open exchanges of experiences and culture
- Experience working and building relationships with Indigenous communities and organizations
- Experience with policy development and translation to programs
- A superior level of tact and diplomacy
- Current and up to date knowledge of the federal and provincial regulatory and Impact Assessment processes and consultation guidelines in Ontario
- Experience engaging with Indigenous groups in Ontario, and working with representatives and community members to resolve complex and often contentious issues
- Ability to be a team player and work independently to achieve project deliverables
- Strong inter-personal skills and an ability to develop trusted relationships
- Knowledge of the electricity sector as asset
- Strong research and analytic skills
- Excellent communications skills – both oral and written
- Effective presentation and facilitation skills with the ability to manage large public meetings
- Political acuity
- Use of Microsoft Office

Licensing Requirements

- Valid Class G Driver's License or equivalent as recognized by the Province of Ontario.
- Ability to travel to remote field locations frequently and for multiple days

For future reference, please ensure to save a copy of the job description as it will no longer be available once the posting closes.

Interviewer:

Jennifer Nguyen and Paulina Dang

Human Resources Contact:

Paulina Dang

Deadline: September 20, 2026

At the IESO, we know that achieving great results depends on embracing diversity by attracting, developing and retaining people from a wide variety of backgrounds. We do this by ensuring our recruitment and advancement policies are fair and equitable, and

by creating an accessible and inclusive environment – one that values every team member's unique skills and experiences and ensures they have the support they need to achieve their potential. If you require accommodation during the recruitment process, please let us know.

Be sure to follow us on **LinkedIn**.

