AUC
Alberta Utilities Commission

Career opportunity

Location: Calgary
Position: Regulatory analyst – Indigenous consultation and engagement (Intermediate – Senior)
Type: Permanent – Full-time
Division: Facilities

What we do

The Alberta Utilities Commission (AUC) is an independent, quasi-judicial agency of the province of Alberta. As Alberta's independent utilities regulator, the AUC is responsible for ensuring that utility services are delivered in a manner that is fair, responsible and in the public interest.

The AUC regulates investor-owned natural gas, electric and water utilities, as well as certain municipally owned electric utilities, to ensure customers receive safe and reliable service at just and reasonable rates. It also oversees the construction, operation and decommissioning of electric facilities and provides regulatory oversight of Alberta's wholesale electricity market and retail gas and electricity markets.

Through this work, the AUC supports safe, reliable and affordable utility service, while maintaining independent, evidence-based decision-making and public confidence in Alberta's regulatory framework.

The ideal candidate

The AUC is seeking a Regulatory analyst – Indigenous consultation and engagement with demonstrated experience in building respectful, trust-based relationships with Indigenous communities, ideally in a regulatory, infrastructure, government or similarly complex environment. This role will work closely with all levels of the organization, particularly within the AUC's Facilities and Law divisions and directly support the Commission on regulatory proceedings involving Indigenous consultation. The successful candidate will provide guidance on the duty to consult and support relationship-building with Indigenous communities.

The Commission's work is carried out in dynamic, multi-disciplinary teams and the ideal candidate will be a collaborative communicator who contributes effectively as part of a team and

can translate complex information into clear, well-reasoned advice and recommendations for decision makers. Experience analyzing impacts on Indigenous Peoples' rights and interests and consulting Indigenous communities in relation to infrastructure development and other related matters will be essential for success in this role.

Key responsibilities

- Contribute meaningfully to the delivery of the engagement and consultation process for AUC-regulated facilities. This includes reviewing applications and evidence and participating in hearings and other public processes, to provide analysis and support to AUC decisionmakers on potential impacts from AUC-regulated projects on the rights and interests of Indigenous communities.
- Establish and maintain relationships with Indigenous communities that may be affected by applications for AUC-regulated facilities.
- Provide advice to AUC staff and Commission members on consultation issues, policies and directions.
- Conduct and contribute to research, including jurisdictional and legislative framework reviews.
- Communicate with staff and Commission members, community leaders and members, and others regularly in a clear and professional manner, both orally and in writing.
- Travel within Alberta as required.

Qualifications

The ideal candidate will have experience that includes:

- Graduation from a recognized university with a degree in Indigenous studies, anthropology, political science, industrial relations, economics, public policy, natural resource or environmental management, or a related field, OR an acceptable combination of education, training and/or experience.
- Six or more years of relevant Indigenous consultation or community relations related experience.
- Knowledge and understanding of applicable federal and provincial legislation and policy.
- Familiarity with the Alberta Aboriginal Consultation Office and its practices and procedures for consultation with First Nations and Métis Settlements in Alberta, and other applicable best practices and guidelines for consultation.

The ideal candidate will have attributes and skills that include:

- Ability to recognize and analyze consultation issues that may affect the AUC and stakeholders and develop well-reasoned recommendations to address them.
- Ability to actively listen, consider multiple perspectives and assess relevant facts before drawing conclusions.
- Ability to work within the Commission's statutory framework, including applicable legislation, regulations and case law.
- Ability to independently coordinate and produce high-quality written briefings, analysis and decision materials in conjunction with Commission members, legal counsel and other

AUC staff, often within tight timelines.
- Excellent technical writing, verbal and interpersonal communication skills.
- Ability to communicate and build effective working relationships with all levels of the organization and with external stakeholders in a manner that builds confidence and trust.
- Ability to work collaboratively with diverse, multidisciplinary teams and contribute to organizational results.
- Commitment to achieving established performance goals and contributing to team priorities as needed.
- Commitment to continuous improvement of practices, processes, and regulatory approach.

Why the AUC is a great place to work

- Fair compensation.
- Paid office closure days.
- Flex day program.
- Hybrid work model.
- Work-life integration.
- Collaborative work environment.
- Professional development opportunities.

How to apply

Please send your resume and cover letter to opportunities@auc.ab.ca and include position number 26-016 and your name in the subject line. Applications will be accepted until Thursday, November 26, 2026.

We thank everyone who applies for their interest in the AUC. Please be advised that we will only be contacting those applicants who we will be scheduling for an interview.

The AUC is proud to be an equal opportunity employer that celebrates diversity and are committed to creating an inclusive environment for everyone.

When you apply for a job with the AUC, you are providing the AUC with information, including personal information such as contact information, work and educational history, and so forth, as part of an application for employment.

Any personal information you provide to the AUC is being collected pursuant to Section 4(c) of the Protection of Privacy Act for the purpose of evaluating your employment application. The collection, use, and disclosure of any personal information you provide to the AUC is managed in accordance with Alberta's privacy laws and the AUC's External User Privacy Policy.