

## **Nunavut-Wide Hiring Policy Frequently Asked Questions**

### **What is the Nunavut-Wide Hiring Policy?**

This policy provides a new competitive staffing option whereby an eligible position can be advertised with multiple potential locations of work, provided GN office space is available. This means that the successful candidate could work in another community than where the position is usually located.

### **How does this policy support decentralization?**

This policy is designed to provide more GN employment opportunities at the local (community) level, throughout Nunavut. A focus for implementing this policy is to identify vacant positions currently located in Iqaluit that could be advertised and successfully performed elsewhere in Nunavut.

### **How does this policy contribute to the Government of Nunavut's Inuit employment goals?**

By advertising GN employment opportunities in multiple communities, Nunavut Inuit who have the job qualifications may be able to gain GN employment in the community where they reside, rather than having to relocate for work.

### **How does this policy help address GN capacity?**

The requirement to relocate for work can be a barrier to employment for some qualified candidates. Expanding job opportunities to other communities broadens the talent pool of qualified Nunavut Inuit and increases the likelihood of finding a suitable candidate for the position.

### **The policy name says "Nunavut-Wide". Does this mean that positions will be advertised and available in every community?**

No. The hiring department will determine where to advertise the job based on the position's responsibilities and availability of departmental office space.

### **Will this policy apply to all GN positions?**

No. Only positions that are suitable and able to be successfully performed by a GN employee from a GN office located outside of the position's home community would be eligible. For example, a position that provides face-to-face services on a regular basis on behalf of clients or from a specialized work site in the home community would not be eligible.

**What is the difference between this policy and the GN's new Remote Hiring Policy?**

This policy requires the successful candidate to work from a designated GN office in a Nunavut community whereas under the Remote Hiring Policy, the successful candidate may work from a location other than a designated GN office.

**Does this policy mean that I can choose to work in any Nunavut community?**

No. The successful candidate must work in one of the advertised communities.

**Does this policy mean that I would have to work from all of the communities listed in the advertisement?**

No. The successful candidate must identify the advertised community in which they wish to work. They would work in that community for the duration of their employment in the position.

**Does this policy mean that I can work from home?**

No. The successful candidate must work in their designated GN workspace.

**Does staff housing come with a position advertised under this policy?**

No. Positions advertised under this policy do not include GN staff housing.

**I am a GN employee. Can I apply on a position that is advertised under this policy?**

Yes. However, if you are the successful candidate and are currently located in a community other than the advertised community(ies), you would be required to relocate and secure your own housing arrangements.

**I am a GN employee. Can I request that I be relocated to another community under this policy?**

No. This policy is for positions staffed through the GN's competitive hiring process.

**Can this policy be used for casual or relief employment, or for internal/interdepartmental transfer assignments.**

No. Only indeterminate or term positions staffed through the GN's competitive hiring process are eligible.

**How can I learn more about this policy?**

More information is available at <https://gov.nu.ca/human-resources/information/policies>.

If you are a GN employee, you can contact your department's Human Resources representative for additional information.