

General Key Messages

Q&A:

What is changing?

We are making changes to our structure to modernize how we support resource-based growth. We are bringing together functions that naturally work together and building capacity in key areas of the organization, like economic analysis.

While organization charts help manage our work, what will not change is that our work is inherently collaborative and cross-functional. We will need to continue working across teams to support outcomes. The realignment reduces unnecessary layers, clarifies decision making, and strengthens our analytical and sector support capacities.

Why are you making these changes?

Our mandate is clear. Government has tasked DNR to better support economic development while continuing strong stewardship. The new model strengthens our ability to act with clarity and speed, build in-house economic analysis, engage industry more effectively, and tell a stronger economic story for Nova Scotia's natural resources.

What impact does this change have on my work or workload today?

Teams and individuals who are directly impacted will have had meetings directly and leaders will continue to check in with affected staff directly and ensure transitions are supported.

Most employees will see little or no change at all. Some reporting lines will shift to better align work, but day-to-day duties largely continue. Over time, the clearer structure and streamlined decision processes are intended to reduce bottlenecks, not add work.

As a large organization, we need to rely on organizational charts to help us with people management activities like vacation requests, time entry, etc. However, how we work is not managed by organizational charts – we work in teams across the entire department to achieve outcomes.

Are new positions going to be posted?

We'll continue to post and fill positions aligned with government direction and priorities, if approved to do so.

When are these changes effective?

Changes are effective immediately.

Are more changes coming?

While there are no further changes to share as part of this alignment, we will continue to learn, listen, and work to evolve and modernize our organization. We should always be

thinking about how we adapt and transform to meet the ever-changing needs of the people and places we serve.

Why did some people lose their jobs?

As a result of the realignment activities, a small number of functions are no longer required, resulting in some staff receiving layoff notices.

I feel upset and stressed by these changes. What can I do?

It is normal to feel unsettled in times of change. Employees are encouraged to reach out to their manager with questions about the changes. As always, your Employee and Family Assistance Program (EFAP) is available 24/7 (no cost, voluntary and confidential). You can reach out and contact them:

Toll-Free: 1-800-777-5888

TTY: 1-877-338-0275

You also have access to additional resources at Workplace Mental Health. This is a safe and confidential place where managers and employees can identify the mental health and wellness supports, they need including confidential issue-specific support for managers and employees, help to address workplace factors impacting mental health and connections to local resources and supports.

902-424-CARE (2273)

Toll-free at 833-389-CARE (2273)

OWMH@novascotia.ca

Is this a cost-cutting exercise?

No. This re-alignment is not about budget reduction. It is about repositioning DNR to better deliver on economic and sector growth priorities.

Why one Land Strategy and Planning Division?

Bringing planning functions together under one division improves consistency, reduces fragmentation, strengthens evidence-based decision-making, and supports both conservation and economic outcomes with a single provincial lens.

Why has wildlife moved out of forestry? Why change the name?

Wildlife is moving to ensure stronger alignment with land use planning, stewardship integration, and to reduce duplication across branches. The updated branch names reflect clearer mandates and how work naturally connects across the department.

Why move IRM out of Regional Services?

IRM is being repositioned under the new Director of Land Use Planning to integrate planning, stewardship, and land-use decision functions in one place, creating more consistent provincewide planning and better alignment with government's economic and land-use priorities.

Why is forest health moving to the Forestry Division? Will this change fire response duties?

Forest Health work is closely tied to forestry operations and stewardship. Moving it brings operational alignment, improves coordination, and enables faster, better integrated decisions about forest management and resilience.

Employees and teams who are typically deployed to fire response will continue to do so after the re-alignment.

Why is the Shubenacadie Wildlife Park moving to Regional Services?

The Wildlife Park is operational in nature and better aligned with service delivery functions managed in Regional Services. This creates clearer oversight, removes overlap, and improves operational support.

What is changing in Policy & Corporate Services?

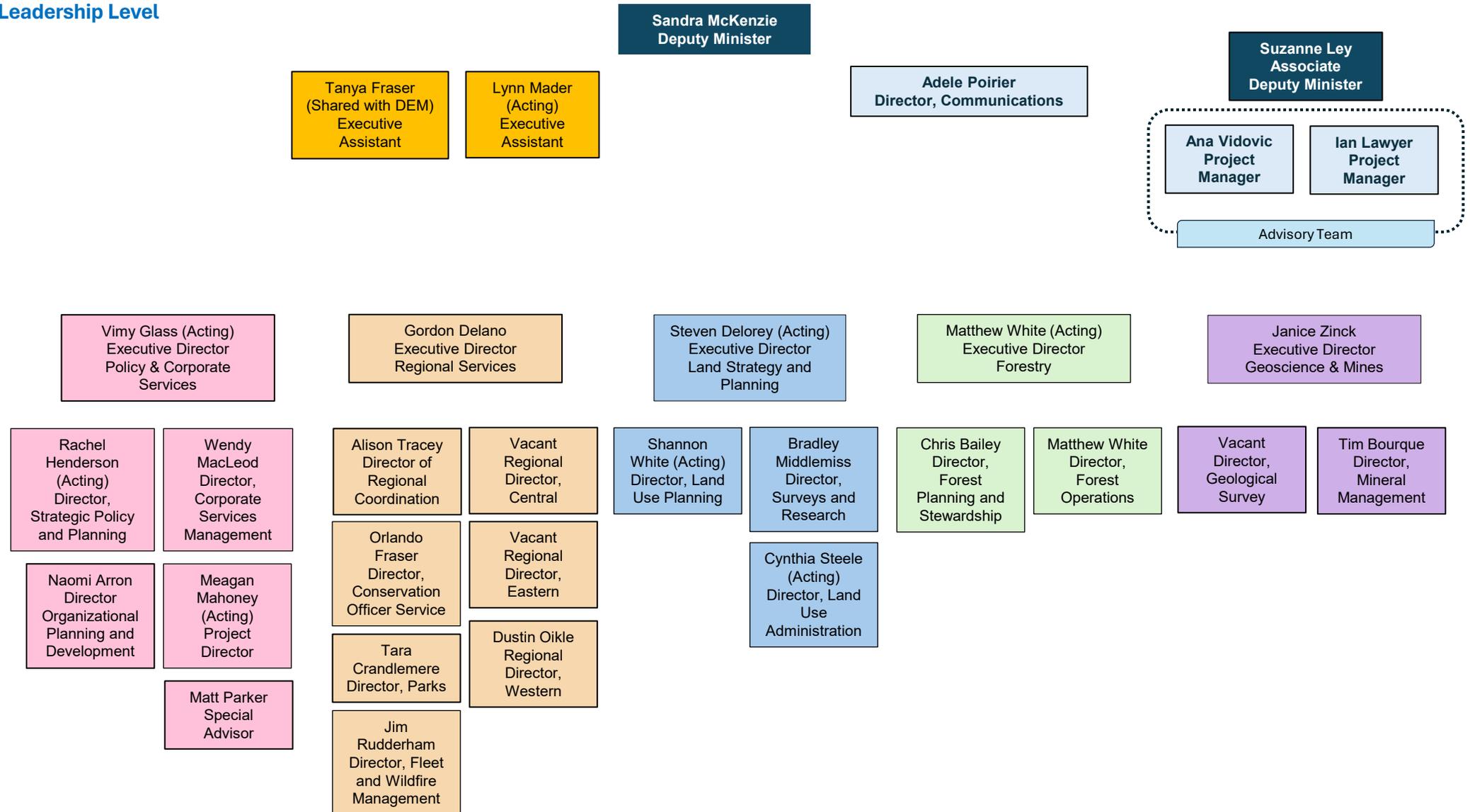
Policy & Corporate Services will continue to provide its core supports to the department, and it will remain a shared service branch with the Department of Energy. The realignment does not introduce structural changes to this branch.

Is Geoscience and Mines changing?

Geoscience & Mines remains a core branch within the new structure, but the realignment strengthens economic and sector support expectations across all divisions. The branch is central to strategic initiatives, including critical minerals, digital core library work, and mining sector action planning.

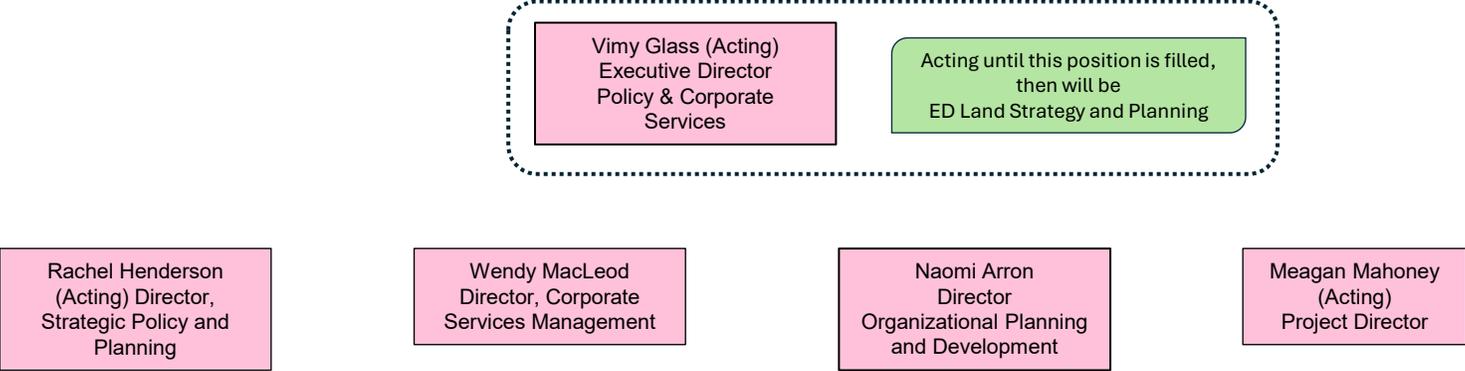
Natural Resources

New Senior Leadership Level



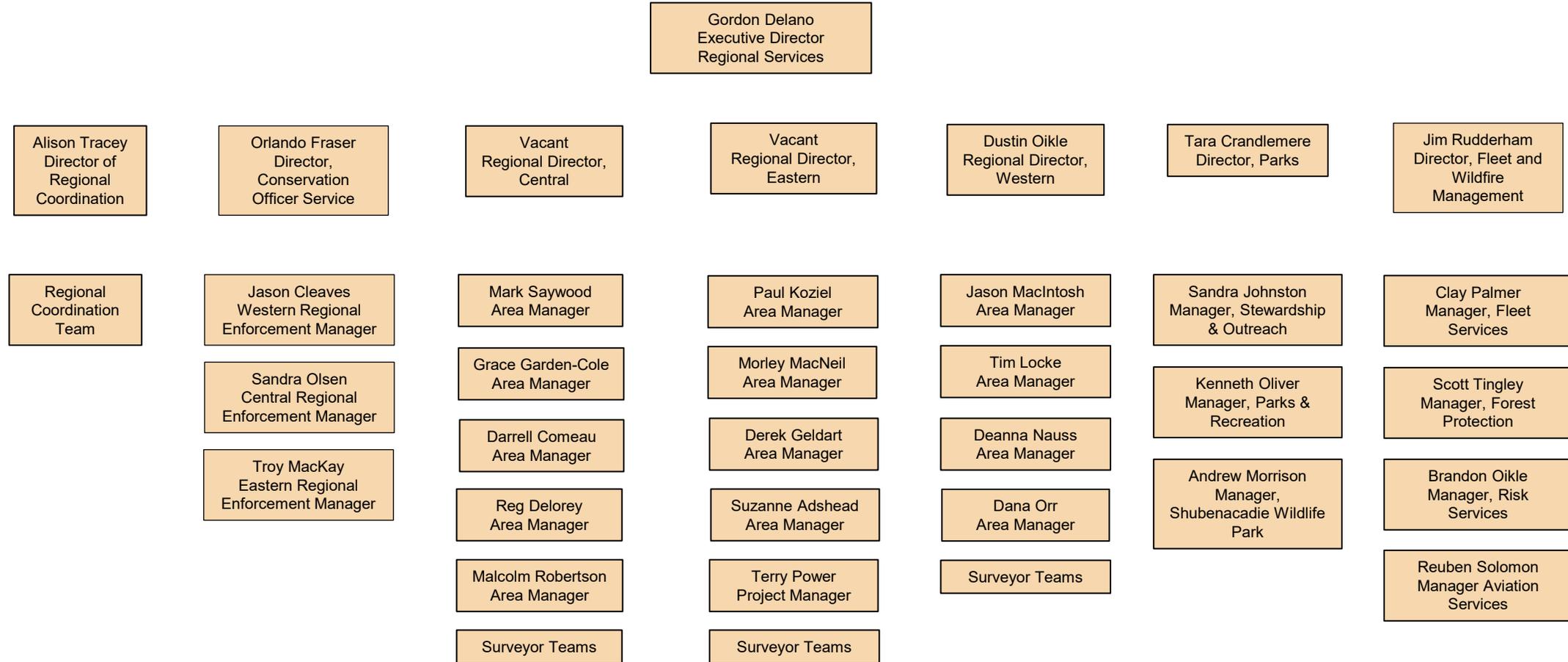
Natural Resources

Policy & Corporate Services



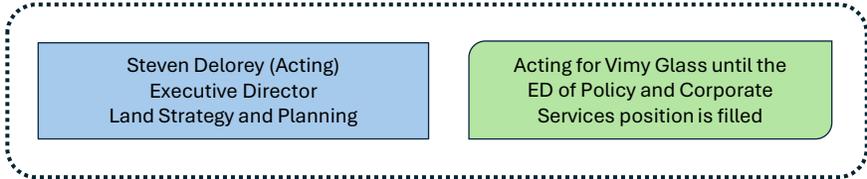
Natural Resources

Regional Services



Natural Resources

Land Strategy & Planning



Shannon White (Acting)
Director, Land Use Planning

Cynthia Steele (Acting)
Director, Land Administration

Bradley Middlemiss
Director, Surveys and
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Program Admin
Officer 4 (Mi'kmaq
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Ryan McIntyre
Regional Resource
Manager

Mark MacPhail
Regional Resource
Manager

Patrick Lynch
(Acting)
Regional Resource
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Integrated Resource Management

Vacant
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Integrated
Resource Planning

Jenna Priest
Manager,
Sustainable
Wildlife Use

Integrated Resources Planning

Scott MacDonald
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Manager, Acquisitions
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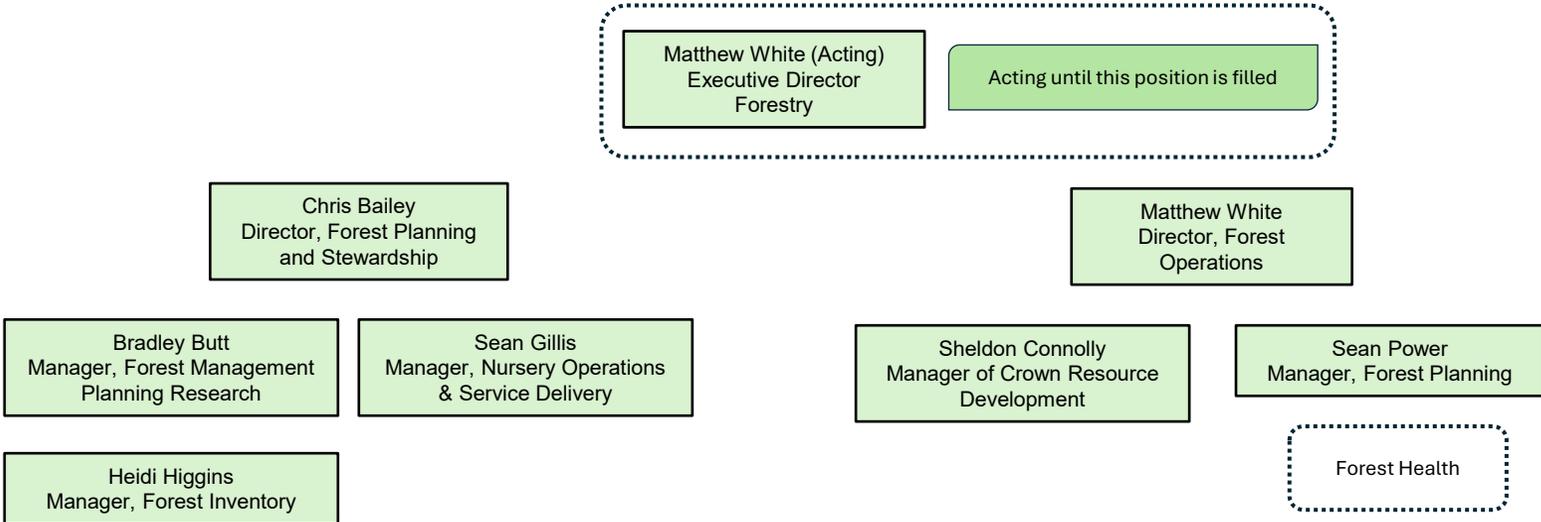
Robert Paddock
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& Disposals

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Centre

Robyn Ash
Manager, Crown
Survey Administration

Natural Resources

Forestry



Natural Resources

Geoscience & Mines

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