

## Deputy Representative Questions

**The job profile for the Deputy Representative for Advocacy and First Nations, Métis and Inuit Relations includes the following experience requirements:**

- Experience with or involvement in the lives of First Nations, Métis, Inuit and/or urban Indigenous children, youth, young adults and their families and communities
- Experience working in respectful, sustained and meaningful ways with First Nations, Métis, Inuit and/or urban Indigenous leaders, communities, services providers and/or networks, with preference given to experience in British Columbia
- Experience leading or contributing to the design and implementation of systems reforms

**The following questions address three of the key functions of the Deputy Representative role: change leadership, relational practice and cultural ways of being. Please provide a written response to the following two questions. You may address each one individually, or, if the experience that you choose to illustrate your work addresses both questions, you may provide one integrated response.**

**Please limit your responses for each question to 1-2 pages (2-4 pages overall).**

**Please include your answers to these questions with your cover letter and resume and submit them to [jobs@rcybc.ca](mailto:jobs@rcybc.ca) by 5:00 p.m. on Friday, March 13, 2020.**

1. The Deputy Representative for Advocacy and First Nations, Métis and Inuit Relations will have a significant change leadership role both within the RCY and the broader systems of care. Please describe an experience that you have had with leading, guiding and/or influencing change within a team, organization, or community. What was your role? How did you approach the challenge? What did you learn that influences your practice as a change leader now?
2. The RCY's ability to effectively fulfill our legislated mandate is dependent upon our ability to build, nurture and sustain respectful relationships with diverse groups – even when we have differences and disagreements about what is best for children, youth and young adults. Please describe an experience in which you built and fostered a relationship with an individual, group, team, or organization that either hadn't existed before or was not as positive and healthy as you would have liked. How did you approach the challenge? What are some cultural teachings or ways of being – that are core to the way in which you conduct yourself in the world – that you brought into this relational work?