



<b>TITLE: Research Officer, First Nations, Métis and Inuit Relations</b>	<b>CLASSIFICATION: Band 2</b>
<b>POSITION NUMBER: Multiple</b>	<b>SUPERVISOR TITLE: Manager, First Nations, Métis and Inuit Relations</b>

### JOB OVERVIEW

The Representative for Children and Youth (RCY), an independent officer of the B.C. Legislature, works to influence positive change to B.C.'s child-, youth- and young adult-serving system. The Representative's Office provides advocacy support to people dealing with the child and youth service system and advocates directly on behalf of children, youth and young adults, monitors and reviews government services to children and youth and reviews and investigates selected deaths and critical injuries of children and youth who are receiving services.

A top priority for RCY is to identify, recommend and advocate for ways to reduce the number of First Nations, Métis and Inuit children and youth in government care, and to improve child welfare and other designated services to those Indigenous children and families who come into contact with the Ministry of Children and Family Development and/or Delegated Aboriginal Agencies. To achieve this, RCY is committed to becoming a culturally aware and agile organization; integrating Indigenous ways of knowing and being into our daily practice; and ensuring that our work highlights concerns with and opportunities to improve the experience of and outcomes for First Nations, Métis and Inuit children, youth and young adults in need of services. RCY will support all staff to develop a critical understanding of the history of Indigenous Peoples within Canada and the impact of colonization on the contemporary experience of children, youth, young adults and families and communities and on current systems, structures and politics.

Grounded in Indigenous ways of knowing and Indigenist approaches to research, the Research Officer conducts reviews and quantitative and qualitative research to develop a better understanding about the issues that have an impact on the well-being of First Nations, Métis and Inuit children, youth and young adults who receive government services. Centring the lived experience and voices of First Nations, Métis and Inuit children, youth, young adults and families and communities is of significant importance in developing this understanding. This will inform the actions that the Office takes to effect change in practices, policies, legislation, systems of care, and public attitudes.

## ACCOUNTABILITIES

- Forms positive and respectful relationships with First Nations, Métis and Inuit children, youth, young adults, families, community members, leadership, community service providers and practitioners.
- Understands and honours the principles underlying OCAP (Ownership, Control, Access and Possession - <https://fnigc.ca/ocapr.html>) and demonstrates a commitment to reciprocity and reconciliation while undertaking research and analysis respecting First Nations, Métis and Inuit children, youth, young adults and families.
- Designs and conducts quantitative and qualitative research related to First Nations, Métis and Inuit children, youth and young adults using a variety of research methods. This may include surveys, focus groups, observation, interviews, ethnographic research, and other participatory approaches.
- Models the use of Indigenist approaches to research and supports other RCY staff teams to integrate these approaches into their work.
- Conducts literature reviews and jurisdictional scans. Summarizes literature and research findings to support the development of reports and recommendations on a variety of Indigenous child, youth and young adult health and well-being topics.
- Conducts research for the purpose of assessing how the calls to action, calls to justice and recommendations presented in key reports and rulings are being honoured and implemented in BC. Reports may include: Truth and Reconciliation Commission, Canadian Human Rights Tribunal decision on funding for Indigenous child welfare services, Final report from the Commission on Missing and Murdered Indigenous Women and Girls, and *Indigenous Resilience, Connectedness and Reunification: From Root Causes to Root Solutions*.
- Reviews relevant government plans, policies and standards and compares them with results of RCY research, literature reviews and/or jurisdictional scans to identify opportunities for system improvement.
- Reviews and critically analyzes research studies conducted by ministries, research institutes, and jurisdictions to support evaluation of, and recommendations for improving, policies, practices, and services to Indigenous children, youth and young adults. Identifies emerging issues and trends related to services for First Nations, Métis and Inuit children, youth, young adults and their families and recommends options for improving services and outcomes.
- Supports the RCY's engagement strategy to ensure that First Nations, Métis and Inuit children, youth, young adults and families and communities are aware of initiatives and supported to contribute to research and analysis on issues of concern.
- Provides technical data support, such as collecting, maintaining and analyzing administrative and socio-economic data sets, and ensures data accuracy and integrity.
- Reviews and verifies the value and accuracy of information, and identifies relationships, differences and anomalies in information sources.
- Conducts data analysis and may create and analyze data tables and graphs involving demographic, economic, social, political and risk-related factors.

- Contributes to the development and writing of reports and produces briefing notes, presentations and other materials for RCY internal and external use, including reviews of research evidence.
- Translates and distributes knowledge through presentations and written documents to inform and improve policy and practice for decision makers.
- Liaises with external stakeholders regarding RCY requests for data and other research.
- May act as subject matter lead in one or more areas of expertise and provide advice to Executive on these areas. Subject matter leads maintain current knowledge of relevant research, policy, academic literature, stakeholders and initiatives, and may also represent RCY on relevant committees or working groups.

## **JOB REQUIREMENTS**

### **Education/Experience**

A degree in Social Sciences or relevant discipline (e.g., Psychology, Public Administration, Sociology, Health Information Science, Economics, Child and Youth Care, etc.). A graduate degree with a research component is preferred.

A minimum of three years' work experience in research including:

- Qualitative research and analysis (e.g., interviews, focus groups, ethnographic research, participatory research and document analysis).
- Quantitative data collection and analysis (e.g., survey data, administrative data, and statistical tests and procedures).
- Developing and maintaining collaborative working relationships and resolving problems with Indigenous stakeholders and communities.
- Applying an understanding of the impacts of colonization and the principles of reconciliation in relation to the provision of social services.
- Practice, research and/or program evaluation experience with services for vulnerable children, youth, young adults and families. Indigenous child welfare or children's social services experience preferred.
- Applying Indigenous approaches to research in projects.
- Working with databases, spreadsheets, and/or statistical software.
- Working with administrative data from public services.
- Researching and writing literature and/or jurisdictional reviews.
- Writing clear, concise reports, research papers, briefing notes, presentations, and other materials that disseminate complex issues to a public audience that includes provincial government policy makers, service providers, community partners, and the general population.

## Knowledge, Skills and Abilities

- Knowledge of and ability to conduct quantitative and/or qualitative research, including utilizing Indigenous approaches to research in research design
- Knowledge of RCY designated services and programs, especially those services delivered under the child welfare system preferred.
- Knowledge of Indigenous issues related to child welfare and other designated services.
- Ability to conduct quantitative data gathering and analysis, interpret key trends and findings, and present information clearly and concisely in various formats (e.g., graphs, tables, reports, etc.).
- Ability to conduct qualitative data gathering and analysis through coding and theming and presenting information clearly and concisely.
- Ability to collate and manage data sets in Excel and/or Access.
- Ability to evaluate and critique various sources (e.g., research literature, government reports, etc.) such as critiquing the research design and methodology and identifying any limitations or caveats to be considered.
- Ability to handle multiple tasks and timelines and produce results in a fast-paced environment.
- Strong writing, communication, and interpersonal skills.

Please note that applicants must be able to successfully meet RCY security screening requirements which include a criminal records check, and *Criminal Records Review Act (CRRRA)* check.

## COMPETENCIES

**Indigenous-centered service approach** is a desire to serve Indigenous people, focusing one's efforts on understanding their interests in order to improve the quality of the service and produce better outcomes.

**Cultural agility** is the ability to work respectfully, knowledgeably and effectively with Indigenous people.

**Analytical Thinking** is the ability to comprehend a situation by breaking it down into its components and identifying key or underlying complex issues.

**Conceptual Thinking** is the ability to identify patterns or connections between situations that are not obviously related, and to identify key or underlying issues in complex situations.

**Information Seeking** is driven by a desire to know more about things, people or issues. It implies going beyond the questions that are routine or required in the job.

**Initiative** involves identifying a problem, obstacle or opportunity and taking appropriate action to address current or future problems or opportunities.

**Listening, understanding and responding** is the desire and ability to understand and respond effectively to other people from diverse backgrounds.

**Teamwork and cooperation** is the ability to work co-operatively within diverse teams, work groups and across the organization to achieve group and organizational goals.

**For more information on competencies, see:**

[BC Public Service competency resource page](#)  
[Indigenous Relations Behavioural Competencies](#)