

TITLE: Manager, First Nations, Métis and Inuit Relations	CLASSIFICATION: Band 3
POSITION NUMBER: 00121366	SUPERVISOR TITLE: Executive Director for Advocacy and First Nations, Métis and Inuit Relations

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.

Two interconnected priorities for RCY are to: 1) identify, recommend and advocate for ways to reduce the number of First Nations, Métis, Inuit and Urban Indigenous 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; and 2) meaningfully, ethically and sustainably engage with children, youth, young adults and the community members who care about and for them to enhance RCY's understanding about their lived and living experience, especially with systems of care.

To support these priorities, RCY is committed to becoming a more 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, Inuit and Urban Indigenous children and youth in need of services. RCY supports all staff to develop a critical understanding of the history of First Nations, Métis, Inuit and Urban Indigenous Peoples within Canada and the impact of colonization on the contemporary experience of children, youth, families and communities and on current systems, structures and politics. Meaningful relationships with Indigenous leaders, young people, organizations and communities are of vital importance to RCY.

In addition, RCY is committed to centring and amplifying the voices and lived and living experience of children, youth and young adults who are or have engaged with B.C.'s child, youth and family serving systems.

The Manager, First Nations, Métis and Inuit Relations works closely with the Executive Director and Deputy Representative for Advocacy and First Nations, Métis and Inuit Relations to foster

relationships with First Nations, Métis, Inuit and Urban Indigenous leaders, Indigenous-focused researchers as well as government ministries, Delegated Aboriginal Agencies, and other organizations that deliver services and supports to children, youth, families and communities. The Manager will develop and lead outreach and engagement initiatives, monitoring, research and evaluation initiatives and projects to ensure that services and supports are accessible, appropriate, culturally attuned and effective. They will monitor government responses to the Truth and Reconciliation Commission, the Canadian Human Rights Tribunal decision on funding for Indigenous child welfare services, the Final Report from the Commission on Missing and Murdered Indigenous Women and Girls, *Indigenous Resilience, Connectedness and Reunification: From Root Causes to Root Solutions* and other key external reports.

The Manager will lead a team who will collectively be guided by Indigenous ways of knowing and Indigenous and decolonizing approaches to research. The Manager will also be responsible for project management and oversight of the work of the Community Liaison Officer and Youth Engagement Advisor. The Manager will work collaboratively with other members of RCY teams and support the development and nurturing of positive relationships across teams within RCY.

ACCOUNTABILITIES

Understanding context

- Applies a critical understanding of the history of Indigenous Peoples within Canada and the impact of colonization on the contemporary experience of First Nations, Métis, Inuit and Urban Indigenous children, youth, families and communities and on current systems, structures and politics

Relational practice

- Liaises with the provincial and federal governments, First Nations Leadership Council and other Indigenous leadership, Métis political leadership, the Ministry of Children and Family Development and other relevant provincial government ministries and entities, Delegated Aboriginal Agencies, Friendship Centres, First Nations Health Council, First Nations Education Steering Committee, First Nations Justice Council, academic institutions and other Indigenous service providers to further the mandate and research, evaluation, monitoring, community engagement and outreach activities of the First Nations, Métis and Inuit Relations team
- Forms positive and respectful relationships with researchers, evaluators and analysts engaged in Indigenous child and youth focused work
- Understands the principles of OCAP (<https://fnigc.ca/ocapr.html>) and how these might apply to the RCY's research with First Nations, Métis, Inuit and Urban Indigenous communities and Indigenous serving organizations
- Works collaboratively with other RCY staff and teams on joint projects that address First Nations, Métis, Inuit and Urban Indigenous child and youth experience, risks and well-being

Program management and supervision

- Contributes to the development of the First Nations, Métis and Inuit Relations work plan and project plans, including budget, and manages contracts and consultants as needed
- Supervises staff including assignment of work, performance support, training and professional development, and approval of leave, travel and expenses
- Identifies human resources and other operational issues to the Executive Director, Advocacy and First Nations, Métis and Inuit Relations, recommending options to address and resolve issues
- Participates in recruitment activities as assigned

Research evaluation, monitoring and community engagement

- Utilizes Indigenist approaches to research to manage the development and implementation of innovative approaches to research, evaluations, reviews and audits on child, youth and family serving programs
- Oversees the monitoring of designated services related to Indigenous children and youth under the *Representative for Children and Youth Act* and in particular monitors progress in the implementation of recommendations related to services to Indigenous children arising from key reports and initiatives such as the Truth and Reconciliation Commission, Jordan's Principle and other relevant federal Human Rights Tribunal rulings, previous RCY reports, *Indigenous Resilience, Connectedness and Reunification: From Root Causes to Root Solutions*, and the National Inquiry Into Missing and Murdered Indigenous Women and Girls in the context of the United Nations Declaration on the Rights of Indigenous Peoples
- Ensures the overall quality, reliability, and accuracy of quantitative analyses and findings from projects and research
- Oversees the outreach and engagement work of the team and provides strategic advice on working with youth, young adults and communities throughout the province
- Ensures the overall quality, reliability and accuracy of information in the outreach database
- Responds to sensitive or complex ad hoc requests from Executive relating to Indigenous programs and services which may require immediate attention
- Engages with Indigenous groups to identify issues of concern, seeks input on the design and implementation of monitoring activities and explores opportunities for improving service delivery and outcomes for Indigenous children and youth
- Formulates strategic recommendations that may influence public policy and practice.
- Provides advice and recommendations on legislation, policy and programs to Executive, including identification of major issues and recommendations for response

Communications

- Distributes RCY findings and recommendations and engages partners to stimulate positive change for services to Indigenous children and youth through a variety of means, such as presentations, webinars, informal follow up and convening meetings of key partners

- Prepares reports, research papers, briefing materials and notes, presentations and other materials for Executive decision-making and public distribution
- As required, represents the Office at significant internal and external meetings, working groups, focus groups, advisory committees and task forces
- Provides advice to the Executive Director, including recommendations about the needs of the First Nations, Métis and Inuit Relations team

JOB REQUIREMENTS

Education and related experience

An undergraduate degree in social sciences or relevant discipline is required (e.g., social work, child and youth care, education, psychology, public administration, Indigenous studies, Indigenous governance, gender and race studies, sociology, etc.).

The successful candidate will also ideally have education and knowledge at the level of professional or graduate education. **There are many different ways in which this could be obtained** such as through:

- Structured, intentional teachings from Elders and Knowledge Keepers
- Professional development educational and learning opportunities
- Community and work experience in which skills and knowledge are developed over time
- First Nations, Métis or Inuit political leadership, governance, or program/project research roles
- Formal post-secondary education at a Professional, Masters or PhD level in a relevant discipline (e.g. law, social work, child and youth care, Indigenous studies, Indigenous governance, public administration, education, psychology, medicine, gender studies)
- A combination of formal and informal learning and education

A minimum of five years' work experience, which must include the following:

- At least three years supervising staff including recruitment, retention, consultation, coaching, performance support and mentorship, with increasing levels of responsibility
- At least five years' combined experience in the following areas:
 - Applying an understanding of the impacts of colonization and the principles of reconciliation in relation to the provision of social services
 - Collaborating with First Nations, Métis, Inuit and Urban Indigenous youth, families, community members and/or leaders to envision, design, coordinate and complete projects that draw on Indigenist approaches to research
 - Writing clear, concise reports, research papers, briefing notes, presentations, and other materials that disseminate complex issues to a public audience that includes First Nations, Métis, Inuit and Urban Indigenous communities, families

and leadership, provincial government policy makers, service providers, community partners, and the general population

- Legislation, policy and program analysis
- Working in child welfare with an emphasis on working directly with Indigenous children, youth, young adults and families
- Experience in identifying systemic issues and actively engaging in systemic advocacy for change
- Providing quality assurance and oversight for successful engagement activities with Indigenous children, youth, and communities
- Successfully managing multiple projects and deliverables

Knowledge, Skills and Abilities

- Ability to communicate and work in partnership with Indigenous families, communities and leadership to plan and conduct research and evaluation
- Extensive knowledge of the impact of colonization and relevant concerns related to child welfare and other designated services
- Knowledge of how United Nations Declaration on the Rights of Indigenous Peoples, the Truth and Reconciliation Commission's Calls to Action, the United Nations Convention on the Rights of the Child, and Section 70 of the *Child, Family and Community Service Act* inform research design and evaluation
- Knowledge of Indigenist approaches to research and a variety of other quantitative and qualitative research methods
- Significant knowledge of First Nations, Métis and Urban Indigenous cultures and issues related to the provision of services to Indigenous children and families
- Knowledge of First Nations, Métis, Inuit and Urban Indigenous peoples, communities and Nations throughout B.C. and understanding of province-wide Indigenous child, youth and family services
- Ability to communicate, develop working relationships and engage diverse partners in the development, implementation and follow up on projects
- Ability to collate and manage primary and secondary data sources, including large administrative datasets and qualitative data
- Ability to write clear and concise reports and other documents that include relevant theory, identify themes or trends and arrive at well-supported conclusions and recommendations
- Strong analytical ability to discern promising practices regarding services and outcomes for Indigenous children and youth
- Ability to conduct literature and jurisdictional reviews
- Strong writing, communication and interpersonal skills including computer skill in Microsoft Office (Word, Excel, PowerPoint, Access, Outlook) and statistical or qualitative software (e.g. SPSS, Eviews, Stata, NVivo) suite including Access and MS Project

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

COMPETENCIES

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

Building a trust-based relationship is a willingness to build a personal relationship in addition to a professional one, participating in open exchanges of experiences and culture.

Empowering others means making a systematic and sustained effort to provide Indigenous people with information, knowledge, support and opportunities to be self-determined, based upon the individual or community's level of acceptance towards moving forward.

Indigenous-centred 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.

Ingenuity is the quality of being inventive and creative when faced with a variation in B.C. Public Service objectives and those of Indigenous peoples.

Open listening is letting go of conventional means of listening. It means listening to and valuing the telling of stories and letting pauses in conversation extend into silence rather than jumping into dispute, agree, question or move on.

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

Expertise is the motivation to expand and use technical knowledge or to distribute work-related knowledge to others.

Engaging External Partners identifies and involves external stakeholders in order to foster long term partnerships.

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. It includes the desire and ability to understand and respond effectively to other people from diverse backgrounds with diverse views.

For more information on competencies, see:

[BC Public Service competency resource page](#)
[Aboriginal relations behavioural competencies](#)