

**Deputy Representative, Investigations, Monitoring and Corporate Services
Application Questions**

The following questions address key functions of the Deputy Representative role including project planning and leadership, change leadership, relational practice and cultural ways of being. **Four questions are presented for your consideration. Please choose one question only and prepare a written response of up to 3 pages.**

Please include the answer to your selected question with your cover letter and resume and submit all documentation to jobs@rcybc.ca by 11:00 pm PST on Sunday, June 13, 2021.

Choose one question only from the choices below:

1. The Deputy Representative will have a significant change leadership role both within 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. Questions to consider include: What was your role? How did you approach the challenge? What happened? What did you learn that influences your practice as a change leader now?
2. 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. Questions to consider include: How did you approach the challenge? What happened? What was difficult or rewarding? What are some teachings or cultural ways of being – that are core to the way in which you conduct yourself in the world – that you brought into this relational work? What did you learn that influences your relational practice now?
3. One key way that RCY has to inform and influence systemic change is through public reports, including reports arising from in-depth investigations of one young person's story, aggregate reviews arising from many young people's stories, or special reports that address a particular population of young people (e.g., children and youth with FASD and their families) or an area of service or practice (e.g., mental health). As the Deputy Representative, you will be responsible for guiding many of RCY's public reports. There are always many more areas of child, youth and family service to address than our capacity allows for and discerning which issues to address and providing advice to the Representative on how best to do so is an important Deputy Representative role. Please describe an experience in which you had to make difficult choices about where to put staff time and energy and financial resources in order to achieve a desired outcome. Questions to consider include: How did you assess strategic priorities and options? How did you discern how best to achieve the desired outcome(s)? What did you consider? How did you assess staff capacity to meet expectations? In what ways did you communicate priorities

and rationale for the direction taken? How did you ensure that the workload was sustainable? What did you learn?

4. One way that RCY informs and influences systemic change is through public reports, including reports arising from in-depth investigations of one young person's story, aggregate reviews arising from many young people's stories, or special reports that address a particular population of young people (e.g., children and youth with FASD and their families) or an area of service or practice (e.g., mental health). The Deputy Representatives provide guidance on all aspects of a report preparation. This includes advising on or being actively engaged in: project scoping; project design and methodology; project planning; analysis of findings; establishing structure and focus of report; reviewing and providing direction on draft reports; developing recommendations; preparing for release; and knowledge mobilization. Please describe an experience where you took an idea or initiative from conception to the completion of a significant internal or public facing report or submission. Questions to consider include: What was your role? How did you approach the work? How did you provide guidance or feedback? What challenges did you face? What did you learn about leading or supporting a process and/or team?

Please note: We understand that you may not be able to provide specifics about a confidential project and we do not expect details about the content of the project; we are most interested in your approach, processes and learnings as a leader.