

TITLE: Youth and Community Engagement Coordinator	CLASSIFICATION: Band 2
POSITION NUMBER: 00128979	SUPERVISOR TITLE: Manager, Outreach and Engagement

ORGANIZATIONAL CONTEXT

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.

RCY functions within a complex and dynamic socio-cultural, legislative and practice context. Drawing on multiple sources of information and knowledge, RCY continually assesses and identifies opportunities to inform and advocate for improvements to the child-, youth- and young adult-serving systems and establishes strategic priorities and takes action accordingly.

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 Indigenous Child and Family Service 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.

JOB OVERVIEW

The Youth and Community Engagement Coordinator participates in the development of action plans while supporting strategic initiatives, projects, and outreach strategies and partnerships as the RCY strives to include the lived and living expertise and experience of children, youth and young adults in our work. The Youth and Community Engagement Coordinator also supports cross-organizational capacity-building and research to continuously develop and enhance responsible and ethical approaches the RCY takes in engagement with children, youth and young adults.

The desired outcomes include:

- Enhancing RCY's relationships and raising awareness of the office with children, youth and young adults as well as youth-serving organizations, local and provincial youth advisory groups, community partners and leaders dedicated to child, youth and young adult well-being, inclusion and participation.
- Building organizational capacity to meaningfully and ethically engage children, youth and young adults to inform and guide RCY's core work and strategic initiatives.

ACCOUNTABILITIES

- Works with the Deputy Representative and Executive Director, Individual Advocacy, First Nations Métis and Inuit Engagement to develop, implement and refine, on an ongoing basis, a child, youth and young adult engagement framework that reflects wise engagement practices.
- Ensures that child, youth and young adult voice is present and upheld across RCY's strategic priorities and initiatives.
- Engages children, youth and young adults across the province and identifies opportunities to empower young people to have voice in decision-making processes that impact their lives.
- Supports, supervises and mentors youth who RCY may work with through auxiliary or temporary appointments or contracts.
- Participates on RCY project teams and advises on meaningful and ethical engagement approaches.
- Co-leads/co-facilitates child, youth and young adult engagement processes through project-specific work in collaboration with RCY project teams. Reviews and comments on draft project plans, reports, knowledge mobilization and other products as needed.

- Prepares written briefing materials, communiques, project plans, proposals, web and social media content and reports in support of RCY's youth and community engagement approach.
- Conducts yearly evaluation on the effectiveness of youth engagement strategies across RCY and prepares a report, with recommendations, for presentation to Executive.

JOB REQUIREMENTS

Education and related experience

An undergraduate degree in a relevant field such as child and youth care, social work, counselling, Indigenous studies, child/human rights and advocacy, social justice, community development, public policy, international development, conflict resolution, law or a related social science discipline.

RCY recognizes and values the cultural and community knowledge and related experience that is gained over time, therefore other forms of post-secondary education, training and experience will be considered. For example:

- Professional development educational and learning opportunities related to youth and community engagement and advocacy.
- Community and work experience in which skills, knowledge and practices in youth and community engagement and advocacy are developed over time.
- Mentorship by esteemed matriarchs, elders, knowledge keepers and/or facilitators to develop skills, knowledge and practices in youth and community engagement and advocacy.
- First Nations, Métis, Inuit or Urban Indigenous leadership or governance roles with a focus on meaningful engagement and youth voice.

At least three years of recent and progressively more responsible professional experience working directly with children, youth and young adults in a similar role including demonstrated experience:

- Planning and leading diverse child, youth and/or young adult engagement processes, projects and gatherings from conception to completion
- Working with children, youth and/or young adults in a leadership or advisory role
- Creating safer participatory spaces for young people with lived experience both in 1-1 and group settings.
- Working and engaging with First Nations, Métis, Inuit and Urban Indigenous young people and communities.
- Hosting and facilitating creative and engaging conversations and activities with groups of children, youth or young adults.
- Working with young people with lived and living experience and applying culturally attuned and trauma-informed practice.

- Experience with research-based engagement and/or workshop facilitation and resource development including from an Indigenous world view.

Preference may be given to applicants who are Indigenous, Black or racialized, LGBTQ2SAI+, people with diverse gender identities or expressions, and/or people with disabilities. Preference may also be given to applicants with lived personal and/or familial experience within the child welfare, mental health, substance use or youth justice systems." If you self-identify as having one or more of the identities listed above, or otherwise identify as having an identity typically under-represented in the public service, please indicate this in your application to assist us in the review process. We will hold your application in strictest confidence, sharing it only with the hiring panel.

Knowledge, skills and abilities

- Knowledge and critical analysis of child- and youth-serving systems.
- Understanding of Indigenous values toward a “whole child” approach to wellness and well-being.
- Ability to build excellent rapport with children, youth, young adults and those who support them, especially First Nations, Métis, Inuit and Urban Indigenous young people and/or young people who have lived and living experience in B.C.'s child-, youth-, and family-serving systems (including child welfare, mental health, substance use, disability and youth justice services).
- Ability to create and maintain strong professional connections with child-, youth- and young adult-serving organizations and networks in B.C.
- Remains current on issues pertaining to children and youth across B.C. as well as child, youth and community engagement principles, strategies and practices.
- Demonstrated skills in designing and facilitating meaningful and ethical engagement experiences.
- Excellent oral and written communication skills, including writing concise and clear reports, presentations, briefing materials, letters and other material for various internal and external audiences.
- Strong analytical skills.
- Leadership and mentorship skills.
- Project coordination and management skills.
- Internet and library research skills.
- Commitment to and experience with collaborative practice and teamwork.
- Commitment to and demonstrated humility toward lifelong learning and development.
- Strong computer skills related to word processing and spreadsheet application, preferably in a Microsoft Windows environment.

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

COMPETENCIES

- **Indigenous-Centred Service Approach** is a desire to serve Indigenous peoples, focusing one's efforts on understanding their interests in order to increase the quality of the service and produce better outcomes.
- **Cultural Agility** is the ability to work respectfully, knowledgeably and effectively with Indigenous peoples.
- **Listening, Understanding and Responding** involves 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:

[Competencies for Interviews & Hiring - Province of British Columbia](#)

[Indigenous Relations Behavioural Competencies - Province of British Columbia](#)