

TITLE: Policy Analyst	CLASSIFICATION: Band 2
POSITION NUMBER: Multiple	SUPERVISOR TITLE: Manager, Systemic Advocacy First Nations, Métis and Inuit Research

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 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.

JOB OVERVIEW

The Representative is seeking to expand the systemic advocacy work of the office to identify common challenges or gaps that systematically infringe on the rights of children, youth and young adults and on the inherent rights of First Nations, Métis and Inuit communities. Systemic advocacy issues are identified through community engagement activities, review of reportable circumstances and individual advocacy concerns, as well as monitoring of current and future states of child and youth services. Policy Analysts examine systemic issues through policy and data analysis, two-eyed seeing, research inquires and monitoring to develop a comprehensive understanding of issues, needs and options to bring forward to the Representative.

Reporting to a Manager within the Systemic Advocacy, First Nations, Métis and Inuit Research team, the Policy Analyst works in collaboration with other RCY program areas, subject matter experts and RCY partners, to examine legislation, regulations, policies, and standards of designated services and produce executive briefings, write public reports and mobilize resources for collective systemic action. Policy Analysts play an important role in catalyzing system-wide changes through relational and strategic work that reflects the rights and needs of children, youth, young adults, their families and communities in British Columbia as outlined in the United Nations Convention on the Rights on the Child (UNCRC), the Convention on the Rights of Persons with Disabilities (CRPD), and the Declaration on the Rights of Indigenous Peoples Act. Policy Analysts also apply legislative and policy analysis across jurisdictions and territories including the implementation of Canada's Act respecting First Nations, Inuit and Métis children and BC's Child, Family and Community Service Amendment Act ("Bill 26").

ACCOUNTABILITIES

- Leads systemic analysis of practice, policies, guidelines, programs, service delivery, legislation and regulations; conducts research and cross-jurisdictional reviews; recommends alternatives or new approaches.
- Implements Indigenous research methodologies and decolonizing approaches guided by two-eyed seeing and wise practice to strategic initiatives across systemic advocacy activities.
- Collaborates with all communities, particularly those impacted by systemic discrimination, using ethical engagement practice and meaningful participation of children and youth and rights holders.
- Evaluates and reviews the effectiveness and efficiency of practice, policies, guidelines, programs, service delivery, legislation and regulations.
- Conducts systemic analysis and evaluates systemic change to explore the intersections between people, structure, process, and goals.

- Embeds anti-racist approaches, two-eyed seeing, cultural safety and humility as well as inclusion frameworks into research design and analysis.
 - Applies an understanding of the impacts of colonization and the principles of reconciliation in relation to the provision of services for children, youth and young adults.
 - Assists in the development, implementation and maintenance of a process for prioritizing and strategizing responses to systemic advocacy issues.
- Prepares written reports for government communication (i.e., briefing note, presentations) and public audiences (i.e. published reports, fact sheets, knowledge mobilization campaigns)

JOB REQUIREMENTS

Education and related experience

Policy Analyst: A Graduate degree in human services, social sciences or a related discipline with a social policy component (e.g., Social Work, Child and Youth Care, Psychology, Criminology, Indigenous Studies, Health Sciences, Law, Sociology, Education, or Gender Studies) or a Bachelor's degree in human services with additional training in policy analysis.

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

- 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

AND

Three (3) years or more of front-line experience including:

- Working within the child and family serving system, e.g. in child welfare, family services, guardianship, mental health, substance use, special needs, special education, adoption, youth justice, residential care, or early childhood development.
- Experience designing and participating in anti-racist approaches, cultural safety, or inclusion frameworks in policy analysis.
- Writing clear, concise reports, policy papers, briefing notes, presentations, and other materials that explore complex issues for a public audience such as public leaders, policy makers, service providers, and the general population.

AND

- Three (3) years of experience working within and for First Nations, Métis, Inuit and/or urban Indigenous communities.

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 personal lived experience with child and youth serving systems. Lived experience could be through your own experience with receiving these services and/or involvement as a caregiver to an individual who has accessed these services.

Knowledge

- Knowledge of relevant legislation, law, policies, practices and issues related to child, youth and family services and oversight of child and youth serving systems.
- Knowledge of child and youth services related to child welfare, mental health, substance use, youth justice, special needs, special education and early childhood development.
- Knowledge of social policy issues and the challenges in delivering public services in B.C.
- Knowledge of First Nations, Métis and Inuit peoples and child welfare issues within a decolonizing framework.
- Knowledge of the United Nations Convention on the Rights of the Child (UNCRC), the United Nations Declaration on the Rights of Indigenous People (UNDRIP), and the United Nations Declaration on the Rights of Persons with Disabilities (UNRPD).

Skills and Abilities

- Excellent analytical, problem solving, planning and organizational skills.
- Excellent verbal and written communication skills.
- Demonstrated ability to apply Indigenous knowledge principles and two-eyed seeing.
- Demonstrated aptitude for working with various stakeholders and, in particular, an aptitude for active and successful engagement with Indigenous people, communities, and agencies.
- Demonstrated ability to prioritize and meet tight timelines.
- Demonstrated ability to research, analyze, and understand complex legislation and policy issues and develop recommendations for systemic change.
- Demonstrated ability to establish and maintain successful and effective relationships with stakeholders, colleagues, managers and staff.
- Demonstrated ability to concisely and persuasively write a range of content such as briefing notes and engagement summary reports.
- Demonstrated ability to apply decolonizing principles of Respect, Relevance, Reciprocity, and Responsibility to systemic analysis and advocacy.
- Demonstrated ability to work relationally, engage with and maintain genuine relationships and connection with others.
- Skills in the Microsoft Office suite including Word, Outlook, Powerpoint and Excel.

- Openness to continuous learning, working in complexity and commitment to decolonizing and anti-racism work.

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

- **Listening, Understanding and Responding** involves the desire and ability to understand and respond effectively to people from diverse backgrounds.
- **Cultural Agility** is the ability work respectfully, knowledgeably and effectively with Indigenous people. It is noticing and readily adapting to cultural uniqueness in order to create a sense of safety for all. It is openness to unfamiliar experiences, transforming feelings of nervousness or anxiety into curiosity and appreciation. It is examining one's own culture and worldview and the culture of the B.C. Public Service, and to notice their commonalities and distinctions with Indigenous cultures and worldviews. It is recognition of the ways that personal and professional values may conflict or align with those of Indigenous people. It is the capacity to relate to or allow for differing cultural perspectives and being willing to experience a personal shift in perspective.
- **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.
- **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.
- **Analytical Thinking** is the ability to comprehend a situation by breaking down its components and identifying key or underlying complex issues. It implies the ability to systematically organize and compare the various aspects of a problem or situation and determine cause and effect relationships ("if...then...") to resolve problems in a sound, decisive manner. Checks to ensure the validity or accuracy of information.

For more information on competencies, see:

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