



TITLE: Manager, Systemic Advocacy, First Nations, Métis and Inuit Research	CLASSIFICATION: Band 3
POSITION NUMBER: 00121366	SUPERVISOR TITLE: Executive Director for 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 Manager, Systemic Advocacy, First Nations, Métis and Inuit Research, works closely with the Executive Director and the Deputy Representative, to foster relationships with ministries and public bodies responsible for the development and delivery of designated services and supports for children, youth, families and communities. The Manager is responsible for leading systemic monitoring activities including the annual assessment and ongoing monitoring of recommendations made by the Representative in response to investigations and research on rights-violations, critical injuries and deaths and systemic and individual advocacy issues identified by the office. The Manager leads a systemic monitoring team of researchers and policy analysts who use legislation and policy analysis, two-eyed seeing, research inquiries, data monitoring, program evaluation, and engagements to assess the implementation and impact of change initiatives. The Manager is also responsible for monitoring systemic issues across jurisdictions to inform systemic advocacy efforts and to advance systemic monitoring practice within the office. This includes monitoring government response to recommendations and calls to action, made by national inquiries, commissions and First Nations, Métis and Inuit leadership.

Reporting to the Executive Director of Systemic Advocacy, First Nations, Métis and Inuit Research, the Manager works in collaboration with other RCY program areas, subject matter experts, people with lived experience and RCY partners, to mobilize resources for collective systemic action. This work is guided by Indigenous ways of knowing and Indigenist and decolonizing approaches to research and data stewardship.

The Manager is also responsible for project management and oversight of the work of monitoring team members. The Manager works 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, Ministry of Mental Health & Addiction, Ministry of Education, Ministry of Health and other relevant public bodies.

- Forms positive and respectful relationships with researchers, evaluators and analysts engaged in Indigenous and non-Indigenous child and youth focused work
- Understands the principles of Indigenous data stewardship and 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

Program management and supervision

- Contributes to the development of the Systemic Advocacy, First Nations, Métis and Inuit Research 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, Systemic Advocacy, First Nations, Métis and Inuit Research, recommending options to address and resolve issues
- Participates in recruitment activities as assigned

Research evaluation, monitoring and community engagement

- Utilizes qualitative, quantitative and 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 and non-Indigenous children and youth under the *Representative for Children and Youth Act*
- Ensures the overall quality, reliability, and accuracy of quantitative analyses and findings from projects and research
- Oversees the outreach and engagement work of the systemic monitoring 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 designated programs and services which may require immediate attention
- Engages with youth, families and 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 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 and non-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 Systemic Advocacy, First Nations, Métis and Inuit Research team

JOB REQUIREMENTS

Education and related experience

A Graduate degree in human services, social sciences or a related discipline with a research 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 research studies and project management.

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

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 Indigenous 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

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, 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 BC 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-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.

Ingenuity is the quality of being inventive and creative when faced with a variation in BC 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](#)