

RESEARCHER

ABOUT US

The Representative for Children and Youth is an independent officer of the B.C. Legislature and 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 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 sometimes investigates deaths and critical injuries of children and youth who are receiving services.

Bringing together energetic people with the right combination of skills, experience and creativity is an essential part of the Representative's commitment to B.C.'s children and youth. It is through skilled and passionate staff that we are able to implement a range of strategies, projects and initiatives that seek to transform the child and youth service system.

RCY is committed to being 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 and bright spots. We are committed to relationship, respect, reciprocity, relevance, responsibility and repair. We are guided by the principles of cultural safety, anti racism, we are a highly connected organization known for upholding rights and being respectful, responsive, responsible, reciprocal and a good ally.

OVERVIEW OF POSITION

Researchers on the Systemic Advocacy First Nations, Métis and Inuit Research team lead strategic research that supports the Representative to make systemic change for children, youth, young adults, and their families in BC. Researchers design and deliver research across multiple complex initiatives across the project life cycle from early engagement with young people and families, research design and data analysis, to the development of public reports and knowledge mobilization. Researchers develop a deep understanding of 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 through cross-jurisdictional scans, literature reviews, community engagement, policy and data analysis, two-eyed seeing, research inquires and monitoring to develop a deep understanding of issues, needs and options for government. This position contributes to system-wide changes through the development of recommendations that reflect 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), the Declaration on the Rights of Indigenous Peoples Act and Canada's Act respecting First Nations, Inuit and Métis

children and families (“Bill C-92”) and BC’s Child, Family and Community Service Amendment Act (“Bill 26”).

Reporting to a Manager within the Systemic Advocacy, First Nations, Métis and Inuit Research team, Researchers work in collaboration with other RCY program areas and our Matriarchs and Elders Council, to design and carry out research projects that center the voice of youth and young people, their families and communities and build off the expertise of rights holders, sector partners and service providers to contribute to collective systemic action. Researchers play an important role in catalyzing system-wide changes through relational and strategic work that reflects anti-racist approaches, cultural safety and inclusion frameworks throughout the process. Fundamental to this position is cultural agility; specifically, that Researchers can apply cultural agility throughout the project life cycle, implement Indigenous research methodologies and engage in two-eyed seeing as a way of supporting the RCY to actively decolonize our research practices and processes.

WHY JOIN US?

- We are doing exciting work in advocating for systemic change in child, youth and young adult serving systems. You will be making a meaningful difference in the lives of BC’s Children, Youth and Young Adults – you will be a catalyst for change.
- Our staff are passionate and committed.
- RCY offers competitive salaries and commits to on-going review to ensure equity and fairness.
- RCY offers a modified work week (flex schedule) for most staff and a variety of remote/virtual and on-site work arrangements.
- RCY staff are essential to the impact that we aspire to and so we invest in ongoing professional development for all staff.
- As part of the structure of government, RCY offers a comprehensive benefits programs including health, paramedical, dental, vision and Employee and Family Assistance services (or amount in lieu added to pay for auxiliary employees).

POSITION DETAILS

- Competition #: 119532
- Type: Full-time, Permanent
- Classification: Band 2
- Salary range: \$76,500.09 – \$108,100.23 annually

- An eligibility list may be established for future temporary and/or permanent vacancies. Temporary appointments may be extended and/or a permanent appointment may result from a temporary appointment.
- Please note that this position is eligible for full-time remote work, within the Province of British Columbia. However, RCY staff are required to travel to meet operational requirements. In keeping with RCY's support to balance work, family and other commitments, travel will be planned in advance whenever possible.
- This position is eligible for a modified work week.
- This position is excluded from union membership.
- The successful applicant requires a police record check and is subject to a criminal record review.

Full details about the education, experience and competencies required for this position are included in the [job description](#).

OUR HIRING PREFERENCE

Preference may be given to candidates 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.

To achieve a representative team at RCY, preference may be given to applicants self-declaring as being a member of one or more of the groups identified below. RCY believes that an organization that reflects the diversity of the communities we serve strengthens our ability to achieve our mission.

We strongly encourage applications from members of communities that are marginalized or that experience structural discrimination including those identifying as Indigenous, people of colour, members of non-dominant ethnic, linguistic and/or cultural groups (im)migrants/newcomers, people with (dis)abilities, and 2SLGBTQIA+ people. We encourage applicants to self-identify in their application if they feel comfortable doing so.

RCY commits to holding self-identification information confidentially – we hold this obligation with care and commitment. Your information will only be shared with the hiring panel, who commit to holding it in confidence and will not share your information unless it is needed for the hiring process (such as to get approval to extend a job offer).

HOW TO APPLY

Job applications will be accepted until April 6, 2025 at 11:00 p.m. PDT.

Before applying, please review all aspects of this job posting and ensure both your resume and cover letter highlight your fit for the role and RCY.

You can apply by emailing your resume and cover letter to jobs@rcybc.ca and referencing the position title and competition number in each document.

Only those applicants who pass the initial screening based on the education and experience specified in the job description will be considered for the next step in the selection process. So, we encourage applicants to take care in reviewing all the related materials for this recruitment. We especially encourage those from outside public service to become familiar with how hiring decisions are made in public service and pay detailed attention to the information we have requested.

We look forward to receiving your application.