**Classification:** Band 3

**Supervisor title:** Executive Director, Systemic Advocacy, First Nations, Métis and Inuit Research

# WHO WE ARE

The Representative for Children and Youth (RCY), an independent and non-partisan officer of the B.C. Legislature, works to influence positive change to B.C.’s child-, youth- and young adult-serving systems. Working under the authority of the [*Representative for Children and Youth Act*](https://rcybc.ca/about-us/mandate-and-legislation/) and [*Regulations*](https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/103_2007), 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 for children and youth and reviews and sometimes investigates deaths and critical injuries of children and youth who are receiving services.

We aspire to a legacy where children, youth, young adults and families served by the child and family serving systems receive **timely, appropriate and compassionate support and services** that they need, when they need it. We dream of a Province where all children and families thrive and where experiences of **stigma, shame, judgment and racism** have been eliminated.

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 rightsand being respectful, responsive, responsible, reciprocal and a good ally. As Nations and communities work towards resumption of jurisdiction, RCY is appreciated for what we do and how we do it; we seek direction from and accompany those on their journey in a supportive way.

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 decolonizing approaches in 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.

**ROLE DUTIES**

**Understanding context**

* Applies a critical understanding of the public and political context within which BC’s child and youth serving system operates and the mandate of the *Child, Family and Community Service Act*.
* 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.
* Applies a critical understanding of human rights principles and standards and utilizes right-based approaches to address systemic inequalities and advocate for and with marginalized communities.

**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 ownership, control, access, and possession ([OCAP](https://fnigc.ca/ocap-training/)) 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.

**QUALIFICATIONS**

**Education**

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.

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, such as:

* Structured, intentional teachings from Elders and Knowledge Keepers
* First Nations, Métis or Inuit community-based advocacy
* First Nations, Métis or Inuit leadership roles
* Professional development educational and learning opportunities

**Experience**

1. A minimum of three years supervising staff including recruitment, retention, consultation, coaching, performance support and mentorship, with increasing levels of responsibility.
* A minimum of three years 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 Indigenist approaches to research.
* A minimum of three years working in the child and youth serving system with an emphasis on working directly with Indigenous children, youth, young adults and/or families.
1. A minimum of five years’ combined experience in the following areas:
	* Writing clear, concise reports, research papers, briefing notes, and presentations that disseminate complex issues to a public audience that includes First Nations, Métis, Inuit and/or urban Indigenous communities, families, leadership, provincial government policy makers, service providers, community partners, and/or the general population.
	* Familiarity with the legislative process and public policy development.
	* Experience in identifying systemic issues and actively engaging in systemic advocacy for change.
	* Successfully managing multiple projects and deliverables.

**Knowledge**

* 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 qualitative and quantitative 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.

**Skills & Abilities**

* Proven ability to collaborate with Indigenous families, communities, and leadership in planning and conducting research and evaluation.
* Ability to engage with diverse partners throughout project development, implementation, and follow-up.
* 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 skills to identify effective practices that improve outcomes for Indigenous children and youth.
* Ability to conduct literature and jurisdictional reviews.
* Strong communication and interpersonal skills.
* Proficiency in the use of Microsoft Office, and statistical or qualitative software (e.g. Power BI, SPSS, EViews, Stata, NVivo, MS Project).

**Please review the job posting on** [**RCY’s careers page**](https://rcybc.ca/about-us/careers/) **for details regarding preferences and other specific requirements for this position.**

**COMPETENCIES**

**RCY Competencies**

**Cultural Agility** is the ability to work respectfully, knowledgeably and effectively with Indigenous people and people of all cultures. It is noticing and readily adapting to cultural uniqueness in order to create a sense of safety for all.

**Self-Discovery and Awareness** means understanding one’s thoughts, feelings, values and background and how they impact the success of the interaction and relationship, or how they may influence one’s work. It is recognizing one’s own biases by tracing them to their origins, through reflection and by noticing one’s own behaviour – and then intentionally seeking a way forward that positively impacts the interaction and relationship.

**Building a trust-based relationship** requires a fundamental understanding that "relationship" is the foundation from which all activities happen and that building a good relationship takes time and commitment. It is a willingness to build a personal relationship in addition to a professional one, participating in open exchanges of experiences and culture. It requires a genuine, non-controlling approach and relies upon demonstrated integrity and transparency.

**Position Specific 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.

**Analytical Thinking** is the ability to comprehend a situation by breaking it down into its components and identifying key or underlying complex issues.

**Commitment to Continuous Learning** involves a commitment to think about the ongoing and evolving needs of the organization and to learn how new and different solutions can be utilized to ensure success and move the organization forward.

**Impact and Influence** is the ability to influence, persuade, or convince others to adopt a specific course of action. It involves the use of persuasive techniques, presentations or negotiation skills to achieve desired results.

**For more information on competencies:**

[Competencies for Interviews & Hiring – Province of British Columbia](https://www2.gov.bc.ca/gov/content/careers-myhr/all-employees/career-development/competencies-in-the-bc-public-service/interviews-hiring?keyword=competencies)

[Indigenous Relations Behavioural Competencies - Province of British Columbia](https://www2.gov.bc.ca/gov/content/careers-myhr/job-seekers/about-competencies/indigenous-relations)