

POLICY ANALYST

ABOUT US

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*](#) and [*Regulations*](#), 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 and are a highly connected organization known for upholding rights and being respectful, responsive, responsible, reciprocal and a good ally. As Nations and communities work towards the 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.

OVERVIEW OF POSITION

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, people with lived experience and RCY partners to examine legislation, regulations, policies, and standards of designated services to produce executive briefings, write public monitoring 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 families ("Bill C-92") and BC's Child, Family and Community Service Amendment Act ("Bill 26").

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 #: 122458

- Type: This posting is to establish an eligibility list for current and future permanent and temporary opportunities. Temporary appointments resulting from this eligibility list may be extended or become permanent.
- Classification: Band 2
- Salary range: \$76,500.09 – \$108,100.23 annually
- Please note that employees must be physically present in British Columbia for this position. The successful applicant must be willing to relocate if not currently resident in BC. Relocation expenses are available as per BC public service and RCY policy.
- Please note that this position is eligible for full-time remote work, within the Province of British Columbia.
- Travel is an operational requirement and may be frequent and on short notice. 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

WHEN

Job applications will be accepted until **Sunday, March 15, 2026, at 11:00 p.m. PDT.**

WHAT TO INCLUDE?

Your application must include:

- Resume
 - We strongly encourage you to review all aspects of this job posting and ensure your resume highlights your fit for the role and RCY.
- Completed **questionnaire**.

As part of our commitment to accessibility and inclusivity in the workplace, we ask that applicants submit resumes and questionnaires in an accessible format:

- Please submit your resume and questionnaire in Microsoft Word.
- Please use black font, minimum 12pt and use a sans serif font (ie: Arial, Adobe Clean, BC Sans, Lucida).

- Please do not highlight text and remove all watermarks/backgrounds that could make the text difficult to read.
- Please use the built-in Accessibility Checker to confirm “No issues found”.

To learn more about improving the accessibility of digital documents check out the [BC Public Service Accessibility and Inclusion Toolkit](#) or Microsoft’s instructions for how to [Make your Word documents accessible to people with disabilities](#).

WHAT IS THE QUESTIONNAIRE?

As part of your application package, you are required to complete a questionnaire. This questionnaire is intended to highlight your most relevant experience and education and is used in place of a cover letter.

To assist you, clear instructions and examples are provided at the top of the questionnaire to help make the process as straightforward as possible. The questionnaire must be completed in full and submitted along with your resume.

Applications submitted without a completed questionnaire will not be considered.

WHERE TO APPLY?

You can apply by emailing your resume and questionnaire to jobs@rcybc.ca. Please reference the position title and competition number your email subject line and the title of your documents.

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. We encourage you 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.