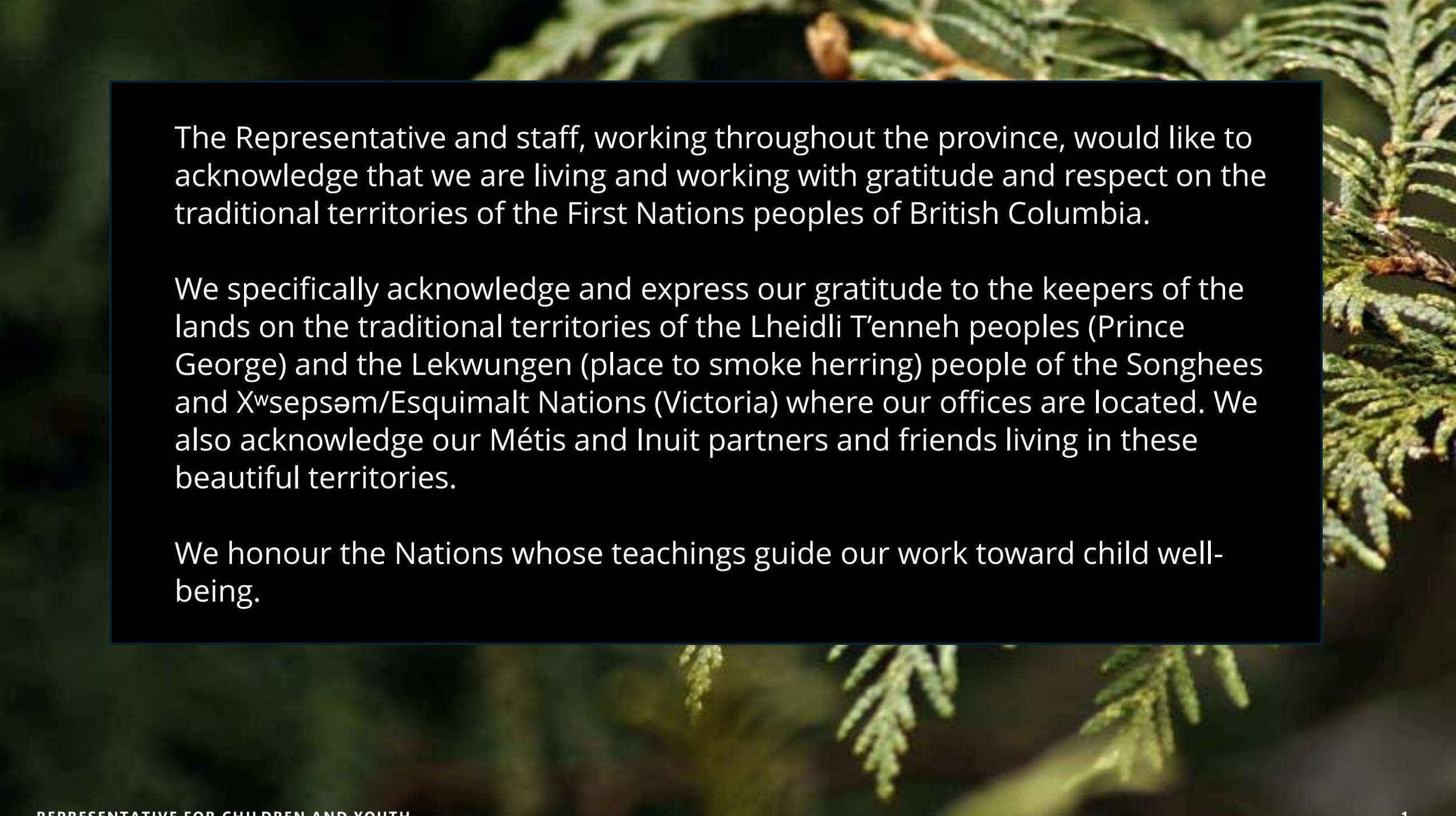




**Deputy Representative, Strategy and
Operations**

**Information Webinar for Prospective Applicants
Competition 122647**



The Representative and staff, working throughout the province, would like to acknowledge that we are living and working with gratitude and respect on the traditional territories of the First Nations peoples of British Columbia.

We specifically acknowledge and express our gratitude to the keepers of the lands on the traditional territories of the Lheidli T'enneh peoples (Prince George) and the Lekwungen (place to smoke herring) people of the Songhees and X^wsepsəm/Esquimalt Nations (Victoria) where our offices are located. We also acknowledge our Métis and Inuit partners and friends living in these beautiful territories.

We honour the Nations whose teachings guide our work toward child well-being.

Welcome & Agenda

- Welcome & intentions
- Why child and youth advocacy
- RCY's history, mandate, structure & core functions
- Current priorities & organizational context
- How we work
- The Deputy role and application process

- RCY is working in a period of heightened complexity and public accountability
- The office balances direct response to individual concerns with system-level monitoring and change
- The role sits at the intersection of strategy, operations, ethics, accountability and leadership
- It is a key executive role in helping the office deliver on its mandate

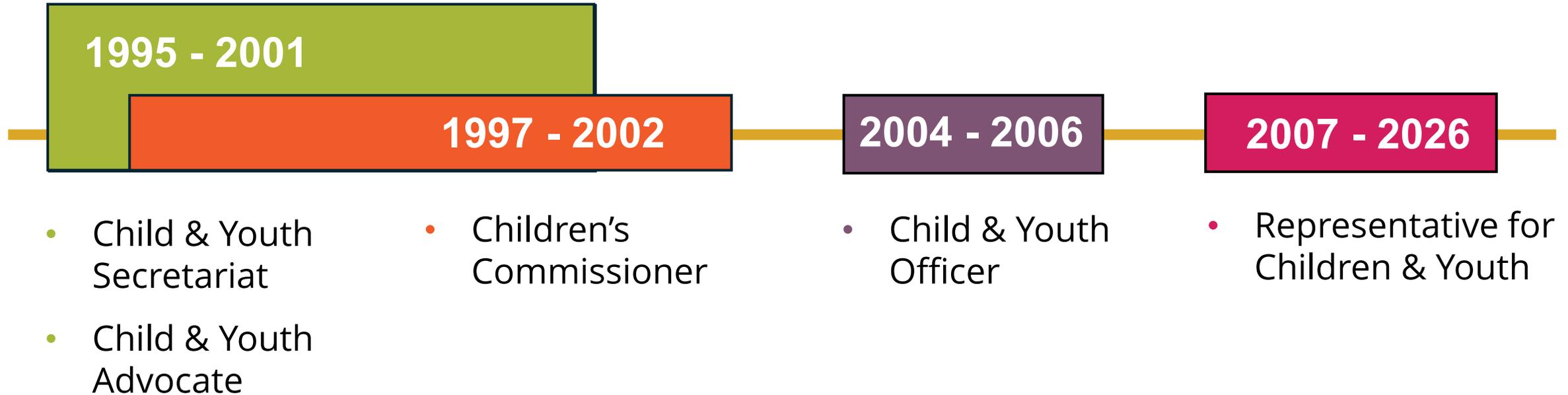
Deputy Representative: A Critical Leadership Role

Why Child and Youth Advocacy?



RC&Y

Child Advocacy Evolution in BC



Origin of RCY

- Government-commissioned review following tragic toddler death
- Key recommendations on independent oversight and quality assurance
- New *Representative for Children and Youth Act* unanimously supported in Legislature
- First Representative appointed 2006



Three Core Functions, One Shared Purpose

**Individual
advocacy**

**Review &
investigate**

**Research,
recommend &
monitor**

Legislated Jurisdiction

Designated Services

- The services that define RCY's advocacy jurisdiction
- Include key child, youth, family, mental health, substance use, and transition-related services

Reviewable Services

- The services that define RCY's review and investigation jurisdiction
- Include services connected to deaths and injuries under the Act

Service Mandate

Designated Services

- Child and family services
- Disability services for children
- Early years and childcare
- Mental health and substance use services
- Youth justice
- Transition-to-adulthood supports

Reviewable Services

- Child, Family and Community Service Act services
- Youth justice services
- Children's mental health services
- Children's substance use services
- Additional prescribed services



Who We Are | RC&Y

A DIVERSE TEAM

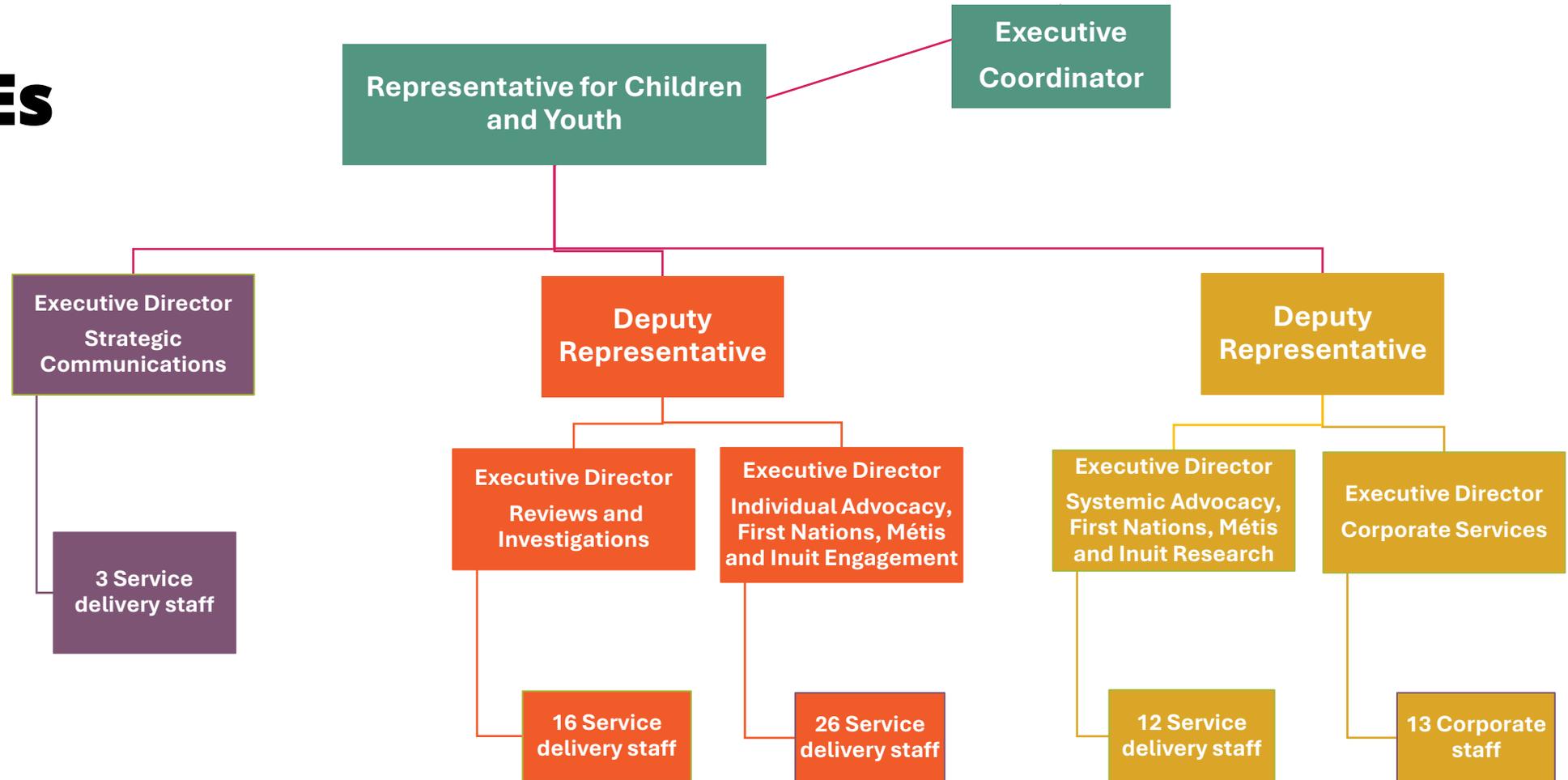
**Province-wide
reach.**

**Cross-sector
experience.**

- We aim to reflect the diversity of children and youth served through RCY's mandate
- **25.7%** of staff identify as Indigenous
- Experience and credentials of staff encompass child welfare, social, education, health, justice and public administration sectors
- Since 2020, staff have been recruited from all areas of the province – virtual and hybrid work options for most positions

Planned Staffing and Structure

79 FTEs





What We Do | RC&Y

Individual Advocacy

Supporting Voices

Individual Advocacy means helping young people speak up, standing up for them when needed, and guiding them through complex systems.

Grounded In Rights

Our advocacy is grounded in rights' conventions, legislation, policies, MOUs, and interagency protocols that guide and support our work with children, youth and young adults.

Watching Systems

We work to ensure that young people are treated equitably, are informed of their rights, and that those rights are upheld by the professionals who support them. We surface patterns and trends.

ADVOCACY BY THE NUMBERS:

2,003

Total requests for Advocacy services
in 2024-25 FY.

1,385

Total Advocacy cases open in
2024-25 FY.

**Helping one young person at a time. Seeing system
patterns early.**

Reviews & Investigations

Critical Injury & Death Reports

Receiving, screening, and reviewing reportable circumstances across reviewable services.

Reviews & Investigations

Looking closely at serious failures, systemic issues, and opportunities for change. Comprehensive reviews, aggregate reviews, full investigations.

Patterns & System Insight

Analyzing data and case information to identify trends and inform reports and strategic priorities.

REVIEWS & INVESTIGATIONS BY THE NUMBERS:

6,905

Reports of injuries and deaths in
2024-25 FY.

3,074

Total critical injuries reported in
2024-25 FY.

Learning about serious harm across systems.

Systemic Advocacy

Recommendations Monitoring

Track progress

Identify enablers & barriers

Report publicly

Catalyze change

Research & Analysis

Section 10 requests

Data analysis

Pattern & trend analysis

Section 20 reports

Recommendations matter only if systems change.

Communications & Knowledge Mobilization

Clarify

- Respond to emerging issues with clear information & insight.
- Turn complex evidence into clear public resources.
- Make RCY's work accessible & useable.

Connect

- Build relationships that support engagement and trust – internally & externally.
- Reach the people and systems that need to hear the work.

Mobilize

- Move reports and recommendations into use.
- Create conditions for accountability and change.

Good evidence has more impact when people understand it, trust it, use it, and act on it.

Jurisdiction & Self-Determination

What is Changing

- Nations are resuming jurisdiction over child well-being.
- Shift away from colonial systems toward self-determination.
- Indigenous laws and practices reclaimed.

Why it Matters

- Fundamental shift towards restoration of connection & culture.
- Creates culturally grounded care.
- Centres children, families within Nations.

What RCY is Doing

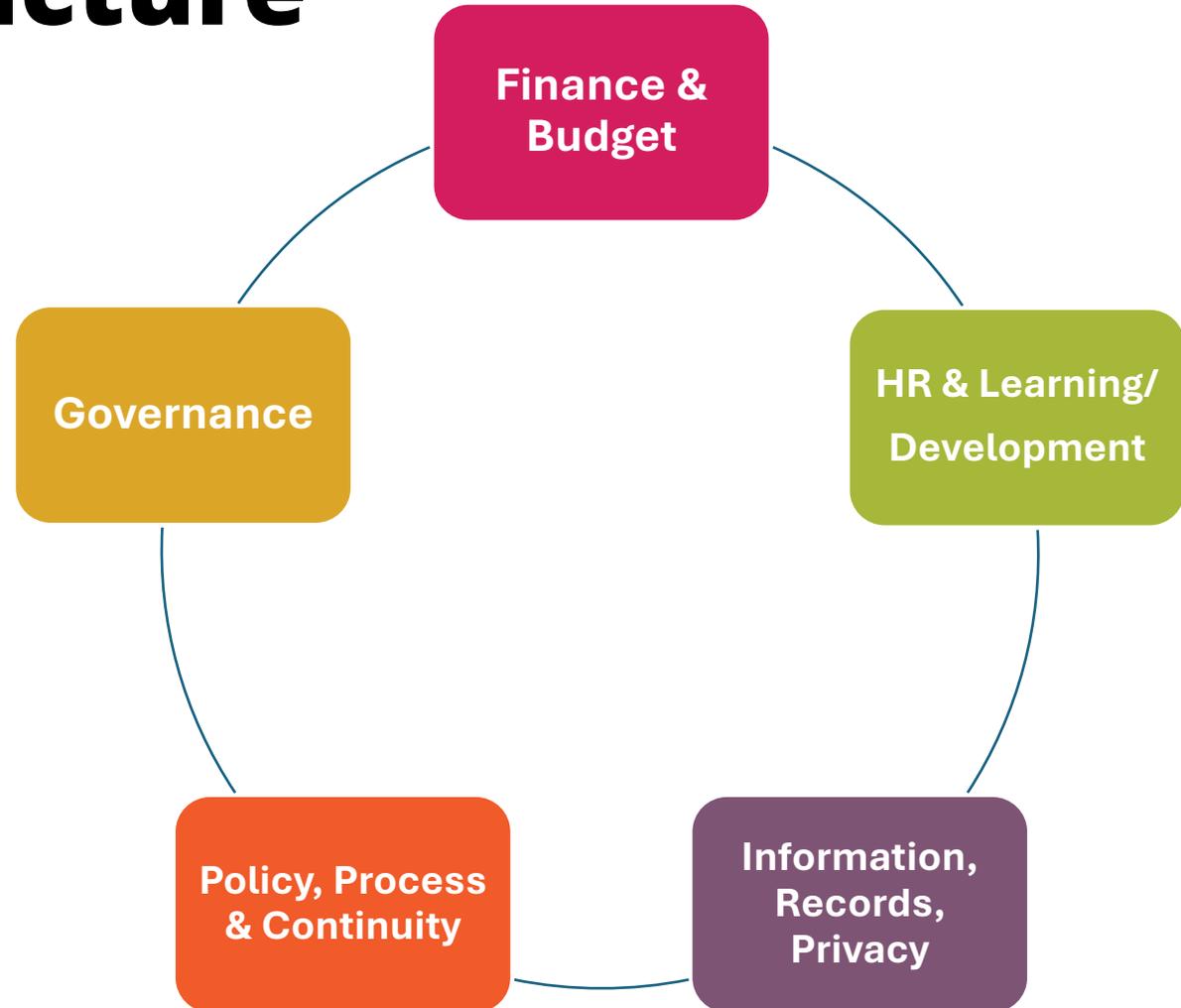
- Sharing knowledge and data.
- Advocating for equitable resources.
- Providing support during & following transition.

Supporting jurisdiction, authority, and child well-being.

Corporate Services

Mandate Infrastructure

Strong and responsive internal systems make strong public work possible – grounded in wellness.



LOOKING FORWARD

Strategic Priorities 2025 to 2028

North Star and Collective
Responsibilities – Don't Look Away

Substance Use & Toxic Drug Crisis

Staffed Residential Care

Mental Health

Disability Services & Supports

Child Rights

Organizational Strength



How We Work | RC&Y

The Way We Walk: **Values and Principles**

The Six Rs

RELATIONSHIP | RESPECT | RELEVANCE | RESPONSIBILITY | RECIPROCITY | REPAIR

The Four Principles

CULTURALLY AGILE & ANTI-RACIST | TRAUMA-RESPONSIVE | RESTORATIVE | SYSTEMS-AWARE

Together, these commitments shape RCY's culture, leadership, and public work.

VALUES IN PRACTICE

Our Aspiration

Courage

Honesty

Evidence –informed practice

Calling in, not calling out

Kindness and well-being

Relationships at the centre

The image features two hands, one on the left and one on the right, reaching towards each other. The hands are silhouetted against a warm, glowing background that resembles a sunset or sunrise, with colors ranging from deep orange to bright yellow. The hands are positioned as if they are about to grasp each other, creating a sense of tension and connection. The overall mood is one of hope, support, and partnership.

The Deputy Role | RC&Y

DR

Strategy & Operations

Key Duties

Leadership & Strategy

Strategic plan, service plan, outcome framework (KPIs)

Operations & Infrastructure

Finance, HR, IM/IT, privacy, ethics, administration

Policy & Systems Change

Policy influence, recommendations monitoring, special projects

Legislation & Government Relations

Legal interpretation, statutory review, MOUs and protocols

- Strategic insight and organizational/systems change experience
- Executive presence
- People-leadership grounded in relational practice
- Corporate experience
- Deep understanding of the child, youth & family-serving system

What This Deputy Role Requires

Qualifications/Experience

- 10+ years in senior leadership in public and/or community service
- Experience working with Indigenous communities, leadership, and partners
- Experience in building and sustaining networks/relationships
- Deep knowledge of child, youth, and family-serving systems

Knowledge/Leadership Capacity

- Understanding of provincial and federal government processes
- Strong systems thinking in complex policy and service environments
- Ability to lead through complexity, change, and competing priorities
- Executive leadership grounded in judgement, ethics, and accountability

Next Steps

Phase 1: Apply

Resume

Cover Letter

Summary of
qualifications

Phase 2: Screening

Applications reviewed

Shortlist applications

Selected candidates
invited to interview

Questions sent 24 hrs
in advance

Phase 3: Selection

Interviews – April 20-23

Meeting with Executive
team

Assessment

Offer and negotiation

Deadline: Monday, April 6 at 11:00 p.m. PT

Submit to jobs@rcybc.ca

Questions