

RCY Deputy Representative Posting

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, trauma informed and restorative practice, and complexity. We are a highly connected organization known for upholding rights and being respectful, responsive, responsible, reciprocal and a good ally.

OVERVIEW OF POSITION

RCY has two Deputy Representatives. Both report directly to the Representative and are formally delegated responsibilities to contribute to the achievement of the Representative's mandated role. They work closely together holding discrete but interconnected portfolios. Both Deputies provide senior leadership, alongside the Representative, to the Office as a whole.

The Deputy Representative, Strategy and Operations leads the Corporate Services and Systemic Advocacy, First Nations, Métis and Inuit Research teams and provides leadership for the development, implementation and monitoring of the RCY strategic and service plans and outcomes framework. The Deputy also acts as the Ethics Advisor and Public Interest and Disclosure Officer for RCY.

WHY JOIN US?

Stepping into the role of Deputy Representative for Children and Youth of British Columbia is not simply a career move. It is an opportunity to guide values-based, transformative, province-wide change that directly shapes the wellbeing, safety, and future of B.C.'s children, youth and young adults. For senior leaders driven by purpose, the desire to make a meaningful public impact, and who thrive when faced with complex challenges, RCY offers a unique platform for leadership. The Deputy Representative contributes to internal and external work that will help to shape B.C.'s child and youth serving systems for years to come. RCY attracts passionate, highly skilled professionals who believe deeply in rights, equity, and amplifying the voices and interests of young people.

POSITION DETAILS

- Competition #: 122647
- Type: Full Time
- Classification: ADM non-OIC
- Salary range: The salary range for this position is \$174,400 - \$220,100. Starting salary offer will take into consideration the level of experience and skill the candidate brings to the role, and internal equity.
- An eligibility list may be established.
- Please note that employees must be physically present in Victoria B.C. for this position. The successful applicant must be willing to relocate if not currently resident in Victoria. Relocation expenses are available as per BC public service and RCY policy.

- The Deputy Representative is 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 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 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).

WEBINAR

An informational webinar with the Representative will be hosted at **1:00pm on Monday March 23rd**.

If you would like to attend, please complete the [registration form](#) in advance of this webinar.

The webinar will be hosted by the Representative and Deputy Representatives. It will provide attendees with background on RCY, our strategy and service plan, and our commitment to values and principles that support a relational approach to our mandate. There will be a chance to ask questions during the webinar.

The presentation will be recorded. The recording, presentation slides and FAQs about RCY and this position will be made available after the webinar on the posting page shortly after March 23rd.

HOW TO APPLY

WHEN

Job applications will be accepted until **Monday, April 6th at 11:00 p.m. PT.**

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.
- Cover Letter (no more than three pages) : We strongly encourage you to provide insight into your leadership style and approach.
- Completed summary of qualifications.

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, letter and summary **in Microsoft Word.**

- Please use black font, minimum 12pt and use a sans serif font (i.e., Arial, Open Sans, BC Sans).
- 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](#).

WHERE TO APPLY

You can apply by emailing your application package to jobs@rcybc.ca. Please reference the position title, competition number and your initials in your email subject line. For example: 122647 - DR application – AB.

Only those applicants who provide a full application package (resume, cover letter and summary of qualifications), and 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 to review 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.