

Policy Analyst

About Us

The Representative for Children and Youth is an independent officer of the B.C. Legislature, working to influence positive change to B.C.'s child, youth and young adult serving system. Our office provides advocacy support to people dealing with the service system and advocates directly on behalf of children, youth and young adults. We monitor and review government services, and we review and sometimes investigate the 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 essential to our commitment to B.C.'s children and youth. It is through skilled and passionate staff that we implement the strategies, projects and initiatives that seek to transform the child and youth serving system.

We are committed to being a more culturally agile and humble organization, integrating Indigenous ways of knowing and being into our daily practice. We are committed to relationship, respect, reciprocity, relevance, responsibility and repair, and we are guided by the principles of cultural safety, anti-racism, trauma-informed and restorative practice, and complexity.

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"), BC's Child, Family and Community Service Amendment Act ("Bill 26") and BC's Indigenous Self-Government in Child and Family Services Amendment Act ("Bill 38").

Why join us

- You will make a meaningful difference in the lives of B.C.'s children, youth and young adults, and be a catalyst for change.
- Our staff are passionate and committed, and we invest in ongoing professional development for everyone.
- We offer competitive salaries with ongoing review for equity and fairness.
- We offer a modified work week (flex schedule) for most staff and a range of remote, virtual and on-site arrangements.
- As part of the public service, we offer a comprehensive benefits program including health, paramedical, dental, vision and Employee and Family Assistance services (or an amount in lieu added to pay for auxiliary employees).

Position details

- Competition #: **125769**
- 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. **We currently have two (2) permanent positions available.**
- Classification: Band 2
- Salary range: \$78,400.17 to \$110,800.21 annually. The starting salary will take into account the experience and skill the candidate brings to the role, and internal equity.

- Employees must be physically present in British Columbia for this position. The successful applicant must be willing to relocate if not currently resident in B.C. Relocation expenses are available as per B.C. public service and RCY policy.
- This position is eligible for full-time remote work within 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.

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

Our Hiring Preference(s)

Preference may be given to those with additional years of directly related experience.

Preference may be given to those 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.

Because this role requires an understanding of or connection to Indigenous communities, histories, cultures, values, and ways of knowing, preference may be given to qualified self-identified Indigenous applicants (First Nations, Métis, or Inuit). Following consideration of Indigenous applicants, preference may also be given to qualified candidates from other equity-deserving groups including those identifying as people of colour, members of non-dominant ethnic, linguistic or cultural groups, (im)migrants and newcomers, people with disabilities, and 2SLGBTQIA+ people.

We hold self-identification information in confidence. It is shared only with the hiring panel and only as needed for the hiring process, such as to get approval to extend an offer. You can read more about how we handle this on our [careers page](#).

How to Apply

When

Applications will be accepted until Thursday, September 17, 2026 at 11:00 p.m. PT.

What to include

Your application must include your resume and a completed **questionnaire**.

The questionnaire is used in place of a cover letter, and applications submitted without a completed questionnaire will not be considered.

Along with your questionnaire, we ask that you include one or two writing samples. Details are provided in the questionnaire.

Your writing samples will be used to assess your written communication competency as expressed in the job description, including as an initial screening tool.

We strongly encourage you to review the full posting and job description, and ensure your application highlights your fit for the role and for RCY.

Where to apply

Email your resume, questionnaire and writing samples to jobs@rcybc.ca. Please reference the competition number and your initials in the subject line (for example, Competition #123456, AB).

Only applicants who pass the initial screening based on the education and experience in the job description will move to the next step.

We encourage those from outside the public service to become familiar with how hiring decisions are made and to pay close attention to the information we have requested.

Before You Apply

Accessibility and accommodation

We are committed to an accessible and inclusive hiring process. If you need accommodation at any stage, when applying, completing an assessment or interviewing, please contact Sophie Langlois at Sophie.Langlois@rcybc.ca or 236-478-3870. Requests are confidential and will not affect the assessment of your application.

Before you apply, please read our [Applicant Accessibility Guide](#), which explains the accommodations we can provide and how to ask for them.

Bona fide occupational requirements

Every role at RCY carries genuine occupational requirements that reflect the nature of our work. Please review RCY's [Bona Fide Occupational Requirements](#) before you apply.

We look forward to receiving your application.