

Leaders

INTERNATIONAL

Executive Search



**Vice President, Engagement
and UNDRIP Implementation**



ROYAL BC MUSEUM



The Organization

Situated in the traditional territories of the Lekwungen (Songhees and Xwsepsum Nations), the Royal BC Museum, including the museum and BC Archives (the Museum), holds a special place in the hearts and minds of British Columbians, Canadians, and international visitors alike. Royal BC Museum's collections, research and presentations enable visitors to take in the stories of British Columbia in ways that enlighten, stimulate, and inspire. By exploring British Columbia's complex social and environmental histories and geographies, Royal BC Museum advances new knowledge and understanding of the province and provides a dynamic forum for discussion and reflection.

With a mandate to both protect and share its current and growing collections of British Columbia's natural and human history, the organization is committed to acting on the Truth and Reconciliation Commission (TRC) Calls to Action, the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and British Columbia's corresponding legislation, the Declaration on the Rights of Indigenous Peoples Act (DRIPA). Furthermore, the Royal BC Museum continues to work towards decolonizing its policies and is committed to repatriating Indigenous belongings through its province-wide partnerships and strong relationships with Indigenous communities.

The museum cares for over 7 million objects and specimens, 28 kilometres of government and private records, substantial photographic, audio and video collections; artworks; and an extensive library of publications. Through research and learning, they strive to broaden understanding about the province of British Columbia and inspire curiosity and wonder. They are passionate about sharing British Columbia's story with the millions of visitors who walk through its doors, interact with the collections, participate in research and explore its websites each year.



The Organization (con't)

The museum is comprised of four divisions (Corporate Finance Office, Museum and Archives Operations, Collections and Research, and Engagement and UNDRIP Implementation). Within each division are several scientific and program departments and service areas. The museum has 144 full-time employees and 200+ volunteers that work year-round to welcome researchers, students, and visitors from around the world, networking with museums across BC, Canada and internationally.

As a Crown Corporation, the Royal BC Museum is accountable to the Minister of Tourism, Arts, Culture, and Sport and regularly engages with the Royal BC Museum community, a broad range of Partners, Clients and Stakeholders, including:

- Federal, provincial, and local governments
- Local, regional, and international businesses
- BC tourism groups and services
- First Nations, Métis and Inuit communities and peoples in BC
- Cultural communities or other traditional and self-selected communities in BC
- Local, national, and international museums and archives
- Research and academic communities
- Donors, sponsors, and strategic partners
- Employees, volunteers, and Board members
- The Friends of the BC Archives, and
- Citizens of BC and Canada, families and children, students and visitors from all over the world

Learn more about the Royal BC Museum and Archives at: <https://royalbcmuseum.bc.ca/>



The Opportunity

With an unprecedented opportunity to work with a renowned institution, the Royal BC Museum is seeking a progressive and experienced leader to assume the inaugural role of Vice President (VP), Engagement and UNDRIP Implementation. This person will be an executive member of the Royal BC Museum's leadership team and will be counted on to hold the institution accountable to the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).

The VP will create and oversee institution-wide strategy, policy, procedures, and frameworks to ensure the museum and archives meets their obligations under the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), Declaration on the Rights of Indigenous Peoples Act (DRIPA) and the Truth and Reconciliation Commission (TRC) Calls to Action.

In addition to helping establish a framework and vision for UNDRIP implementation at the museum and what UNDRIP compliance looks like, the new VP, Engagement and UNDRIP Implementation will work to create meaningful and reciprocal relationships inside and outside of the museum. This will include:

- Establishing meaningful relationships and partnerships with First Nations and Métis nations and governments; and
- Building a sense of belonging and inclusion within the museum

The Role

The VP will be responsible for creating partnerships between the museum and a diverse range of external partners, including First Nations and Indigenous community organizations, municipal government, ministries, crowns and broader public sector agencies, and federal government departments, and will create partnerships to support the successful development of the Museum Modernization project.

The VP will also be responsible for the Marketing, Communications and Business Development, and Learning and Community Engagement Departments. The VP will also oversee the Indigenous Collections and Repatriation (ICAR) department – leading the department’s vision related to collection management, community engagement, repatriation, future exhibitions, repatriation, access to the Indigenous and Archaeology collections, and the museum’s modernization practices.

The VP will report to the CEO and work closely with the VPs of each of the Museum’s divisions and the Indigenous Advisory and Advocacy Committee (IAAC) to develop, implement, oversee, and assess the success of all responsibility areas.

Primary duties and responsibilities:

Vision and Leadership

As a member of the Executive Committee, the VP will:

- Contribute to the leadership of the organization as a member of the Executive Committee by supporting the Museum’s mission, vision, values, and core commitment to being user-centred, respecting staff expertise and the expertise of First Nations, Inuit and Métis peoples
- Establish and maintain authentic, respectful, meaningful relationships with First Nations communities and Indigenous organizations throughout British Columbia
- Lead the development of a framework for the implementation of UNDRIP across the museum
- Work with VPs and Head Committees in leading the planning, development, and implementation of policies and initiatives that reflect the spirit, intent, values, and principles of UNDRIP, DRIPA, the TRC Calls to Action, the Task Force Report on First Peoples and Museums, OCAP® (Ownership, Control, Access and Possession), and the United Nations Joint-Orntlicher Principles (UNJOP)
- Provide leadership, as a member of the Executive team, on the museum and archive’s Strategic Roadmap, service plan, annual priorities, and institutional initiatives such as EDIA (Equity, Diversity, Inclusion and Accessibility)
- Support the Heads of departments on routine reviews of policy including the Royal BC Museum’s Indigenous Collections and Repatriation Policy, the drafting of any new policies and recommended revisions of existing ones, and ensure full coordination with related strategies and policies as appropriate
- Oversee, coordinate, and serve as Co-Chair for the Indigenous Advisory and Advocacy Committee
- Represent the Museum by participating in sector networks related to the museum’s strategic priorities

The Role (con't)

Primary duties and responsibilities (con't):

Departmental Leadership

- Work closely with the Heads of ICAR, Marketing, Communications and Business Development, and Learning and Community Engagement to fulfill their departmental plans
- Develop systems and practices that further support the Museum's commitment to UNDRIP and the TRC, including the enhancement of online access to the collections
- Oversee the Museum's involvement in treaty negotiations related to repatriation

UNDRIP Implementation

Will work with Executive Committee to:

- Create initial UNDRIP Implementation Vision and Framework
- Facilitate further development of the UNDRIP Framework into organization-wide strategies, to ensure the Museum meets its obligations under DRIPA, UNDRIP and the TRC Calls to Action, the Task Force Report on First Peoples and Museums, OCAP[®] (Ownership, Control, Access and Possession), and the United Nations Joinet-Orentlicher Principles (UNJOP)
- Serve as a thought leader in conversations about DRIPA, UNDRIP and repatriation, collaborating with the CEO, Executive, and IAAC to provide a clear vision and direction for staff, partners, and volunteers
- Establish policies, procedures, and protocols to ensure due diligence and compliance with DRIPA
- Create strategic relationships with Ministries, Crowns, First Nations Leadership Council, First Peoples Cultural Council, Public Sector organizations and private organizations, as appropriate, to further DRIPA implementation
- Oversee planning, organizing and evaluation of the Museum's response to the TRC, Calls to Actions

Partnerships

Will develop and maintain partnership agreements through:

- Strategic dialogue with external partners, including Indigenous partners, to strengthen existing relationships and build new partnerships
- Undertake stakeholder mapping and creates and implements a strategic partnership plan
- Ongoing dialogue with Executive Committee and IAAC to update procedures and systems so the Museum can better address partner expectations
- Ongoing collaboration with the CEO and Executive Committee to ensure repatriation and outreach strategies meet relevant legal and policy requirements

Key Attributes and Experience

Experience, Education and Training Requirements

- Proven leadership experience working within museums, galleries, First Nations cultural centres, libraries, archives and/or other organizations with complementary goals and objectives
- An equivalent combination of education, First Nations-based scholarship, and direct experience that may include post-secondary education in Public Administration, Business Administration, Leadership Studies, Indigenous Studies, Indigenous Legal Studies, Anthropology, Political Science or another related field
- Leadership experience in the fields of marketing, communications, and partnerships

Essential Knowledge

- Practical knowledge and direct experience working in First Nations and Indigenous communities in Canada
- Knowledge of Indigenous social, political, heritage, cultural and language organizations
- Knowledge of historical and contemporary events that have impacted and influenced legislation, policies and attitudes towards Indigenous ways of knowing and being
- Knowledge of DRIPA, UNDRIP and the TRC Calls to Action, the Task Force Report on First Peoples and Museums, OCAP[®] (Ownership, Control, Access and Possession), and the United Nations Joint-Orntlicher Principles (UNJOP) – especially as they relate to museums and archives
- Understanding of policy development and its relationship with Crown and non-Crown actors
- A keen understanding of government relations and a willingness to inform policy by synchronizing feedback from various stakeholders
- Need to understand and reflect on the Report to British Columbians and the promises made on repairing the culture and resetting the organization

Other desirable qualities include

- **Adaptability and innovation** – capacity for “the next few digital revolutions”
- **Change Leadership and Management** – open to creating a new vision for the organization and taking the required actions to ensure that the members of the organization accept and support the vision. Will need to provide the ongoing guidance and support that will help maintain enthusiasm and commitment to the change process
- **Cultural Agility** – the ability to work respectfully, knowledgeably, and effectively with Indigenous peoples and people whose identities are different from their own
- **Organizational Commitment** – an understanding of the role of the Museum within society and an enthusiasm and commitment to educate and inspire
- **Collaboration** – contributes to the maintenance of a positive organizational culture based on mutual respect, a spirit of collegiality, cooperation and openness to diverse perspectives



The Community

The role is in the coastal community of Victoria, British Columbia – BC’s capital city and one of Canada’s most sought-after cities to live in. The city is tied closely to both land and sea and the many stories that lie within. Victoria is the 15th most populous Canadian metropolitan city, and its tight-knit, cozy feel is an attraction for people all over the world. From Indigenous history to Asian traditions and the landmarks, culture, cuisine, festivals, and vibrant atmosphere that come with them, Victoria is one of the world’s favourite destinations. As the southernmost major city in Western Canada, it is central to many other exciting destinations, including Vancouver, Seattle, and Port Angeles. The surrounding area encompasses unceded traditional territories of the Coast Salish Peoples, including the Songhees and Esquimalt Nations. There is an estimated 17,500 Indigenous people living in the greater Victoria area. North of Victoria, around the city now known as Duncan, you’ll find the traditional territories of the Cowichan Tribes. The Songhees, Esquimalt, Tsartlip, Tseycum, Pauquachin, Scia’new, Tsawout and T’Sou-ke Nations are all important communities that have long called Southeastern Vancouver Island home. Victoria is also known as the “Garden City” for its year-round warm temperatures and usually snow-free climate. Victoria offers a positive working experience, great accessibility and a wide range of job opportunities. Add in a beautiful surrounding natural environment, warm summers, mild winters and a high quality of life, and it’s no surprise people from around the world choose to call Victoria home.



To Apply

This is an exciting leadership role that offers the unique opportunity to reimagine, renew, and rebuild this iconic organization. For more details, please contact:

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To apply, please submit a PDF Cover Letter and Resume directly to Leaders International outlining your interest, qualifications, and experience.

Leaders International specializes in the recruitment of Board of Directors, leadership succession and executive level positions. Our global network, **Penrhyn International**, is a world leader in the executive recruitment industry, with more than 47 offices in over 25 countries on 5 continents.