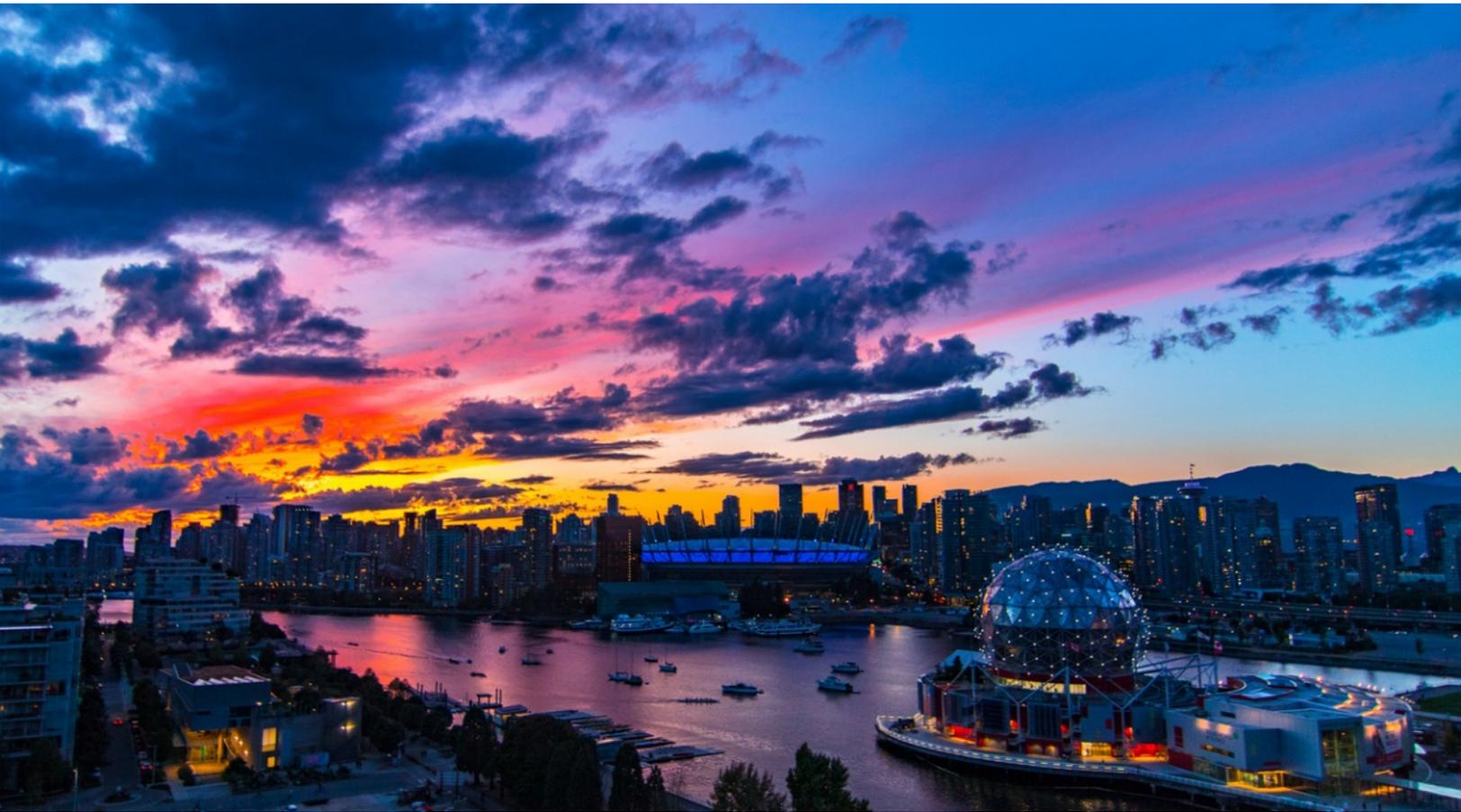


Leaders

INTERNATIONAL

Executive Search



Senior Director, Indigenous Relations



The Organization

The City of Vancouver (the City) sits on the traditional, ancestral and unceded lands of xʷməθkʷəy̕əm (Musqueam Indian Band), Sk̓w̓x̓wú7mesh (Squamish Nation), and s̓é lílwətaʔt̓ (Tsleil-Waututh Nation). The three Nations have a unique spiritual, cultural, and economic connection to this land that goes back thousands of years. Canada and Vancouver's historical relationship with the three local First Nations goes only a few hundred years back (partially described in [First Peoples: A Guide for Newcomers](#)). This colonial history and its troubling legacy forms the backdrop of life in Vancouver and is at the centre of the City's reconciliation efforts.

Current day Vancouver is one of the most ethnically and linguistically diverse cities in Canada, with 52 percent of the population speaking a first language other than English. The scenic views, mild climate, economic opportunities, and friendly communities draw people from around the world, and though it grapples with many challenges, Vancouver is consistently rated as one of the top cities in the world to live in.

The City is committed to attracting and retaining a diverse staff to drive greater engagement, enhanced creativity and productivity, and exceptional public services and programs. The City has been recognized as a 2021 Canada's Best Diversity Employers; 2021 BC's Top Employers; CCDI Employer Partner; and Living Wage Employer. The City's commitment to sustainability is also well recognized, and in 2021, Vancouver was among Canada's Greenest Employers.

The City of Vancouver has a wide mandate ranging from oversight and funding for planning and urban design, to arts and culture, parks and recreation, libraries and policing services. In 2014 Council made a commitment to Vancouver becoming a City of Reconciliation. The City's Reconciliation Framework articulates and lays the foundation for building a new relationship with xʷməθkʷəy̕əm (Musqueam Indian Band), Sk̓w̓x̓wú7mesh (Squamish Nation), s̓é lílwətaʔt̓ (Tsleil-Waututh Nation), and urban Indigenous communities.

The City's reconciliation goals are to establish and maintain mutually respectful relationships between Indigenous and non-Indigenous peoples in the City of Vancouver and to uphold and advance the rights of local Nations and urban Indigenous peoples. Led by the principles of cultural competency, strengthened relations and effective decision-making, the commitment includes assessing and addressing the role of each of the City's business units, operations and processes in the fulfillment of its reconciliation goals. Reporting annually on progress, the City continues to learn alongside and from local Nations and urban Indigenous communities in the application of these principles. To learn more, visit [The City of Reconciliation Update 2021](#).

The Opportunity

Located in the City Manager's Office, the Senior Director, Indigenous Relations works collaboratively across City departments and agencies to build respectful relationships with First Nations, community organizations, and other government partners to advance this work and to support Council direction and advance the City's strategic interests. Acting as a strategic advisor to the senior leadership team and working with the City Manager's Office, departmental General Managers, Directors, and senior staff, the Senior Director is responsible for managing the City of Vancouver's corporate-wide approach to Indigenous Relations. They lead the development, coordination and implementation of the City's evolving strategic direction around the Reconciliation Framework and reconciliation efforts.

Taking a leadership role in the government-to-government relationships with the local First Nations, the Senior Director guides and oversees complex projects and policy files across the whole organization. This includes coordinating and providing direction to other staff, teams and external resources that may be assigned to support the City's commitment to reconciliation, the United Nations Declaration of the Rights of Indigenous Peoples (UNDRIP) and decolonization.

Specific Duties/Responsibilities

- Supervises and provides leadership to a team of 2-4 employees;
- Provides leadership and support to employees across the City who are working in roles focused on reconciliation with Indigenous Peoples;
- Stewards the City of Vancouver's relationship with x^wməθk^wəy əm (Musqueam Indian Band), Sk̓w̓x̓wú7mesh (Squamish Nation), and s̓é lílwətaʔt (Tsleil-Waututh Nation);
- Develops a living First Nations governmental relations strategy and implementation plan;
- Develops, coordinates and oversees implementing the City's living strategic direction around the Reconciliation Framework and other reconciliation and decolonization policies and efforts, including UNDRIP;
- Provides vision, leadership and guidance to the City Manager, the City's Business Units, City Staff and external stakeholders in relation to advancing priority policies, projects and programs with x^wməθk^wəy əm (Musqueam Indian Band), Sk̓w̓x̓wú7mesh (Squamish Nation), and s̓é lílwətaʔt (Tsleil-Waututh Nation);
- Advises the City Manager, Corporate Leadership Team, the Mayor and members of Council on Indigenous Relations issues and policies that could impact the City, or where there are opportunities for the City to further leverage its expertise and/or achievements;
- Prepares reports for the City Leadership Team, City Council, and other stakeholders and makes presentations and conducts public workshops, as required;
- Coordinates Indigenous Relations work with dedicated processes to establish alignment across City departments and agencies on priority files, ensuring delivery of appropriate and timely support to the Mayor and Council;

The Opportunity (con't)

Specific Duties/Responsibilities (con't)

- Advises and when necessary, participate in committees, working groups, at conferences and other forums to represent the City of Vancouver to address Indigenous Relations priorities;
- Provides evaluation, research, policy development and project management guidance to a variety of city initiatives that involve diverse stakeholders, including City Council, senior management, corporate and department colleagues and community partners and organizations;
- Builds partnerships (internal and external) and introduces new concepts from across or outside the City that add value to the organization;
- Creates an environment of collaboration, teamwork and innovation to support the achievement of the City's strategic objective working with Indigenous People and within the Reconciliation framework;
- Chairs and/or facilitates public and staff meetings as required; and,
- Other duties/responsibilities as assigned.



- *People Amongst the People, Susan Point, 2008*

Requirements

Education and Experience:

- A university degree in public administration or public policy or law or related discipline (graduate degree preferred) or an equivalent combination of lived experience, education, training and work experience;
- Considerable diverse professional experience, including public sector experience where programs and initiatives were advanced through a large organization;
- Considerable experience working with diverse Indigenous communities;
- Considerable experience in social planning, research and evaluation as well as experience including public policy development and the formulation of major strategies;
- Diverse experience that includes undertaking major research and writing of reports, strategies, and expertise in collaborative partnership approaches, governance and public engagement processes;
- Experience providing advice to senior staff and/or elected officials;
- Lived experience within a First Nation, Métis or Inuit community;
- In-depth understanding of Indigenous histories and cultures, preferably within British Columbia, and commitment to the goals and objectives set out in the UN Declaration on the Rights of Indigenous Peoples, the BC Declaration on the Rights of Indigenous Peoples Act and the Truth and Reconciliation Commission's Calls to Action;

Requirements (con't)

Knowledge, Skills and Abilities:

- Considerable knowledge of First Nations and Indigenous communities in Metro Vancouver or similar contexts, including regional issues and relationships between First Nations and the City of Vancouver;
- Proven ability and capacity to implement decolonized practices and reconciliation initiatives;
- Considerable knowledge of and demonstrated skills in advising, developing and/or implementing government relations and strategic communications plans that advance public policy objectives;
- Familiarity with the City of Vancouver's policies, programs, and mandate;
- Excellent interpersonal skills and patience to deal tactfully with staff, elected officials and the public; proven ability to exercise sound judgement and discretion; demonstrated ability to work well in a team environment under tight deadlines and constant change; and an ability to handle numerous projects simultaneously with minimal supervision;
- Demonstrated written and verbal communication skills;
- Excellent leadership skills, including the ability to coach, motivate and develop team members
- Project management, communication, facilitation and public participation skills;
- Ability to take the initiative, plan, organize, develop strategy, set goals and outcomes, create processes, accomplish and measure objectives and results;
- Ability to work independently and as an effective member of a team; to interact well with other employees, officials and the public; and to complete assignments in a high-pressure, time-sensitive environment using sound professional techniques and independent judgment within the parameters of work assignments;
- Ability to develop and make presentations to large groups;
- Ability to handle sensitive, contentious, complex and highly confidential issues involving multiple and diverse government partners with skill, tact and diplomacy;
- Ability to lead and facilitate meetings, groups and teams, including managing controversial subjects; and,
- Skill in establishing and maintaining good working relationships with a wide spectrum of internal and external staff, interest groups and government partners both in the course of day-to-day business and in exceptional situations that may be controversial, stressful and highly dynamic.



All City Employees are required to be fully vaccinated as a condition of hire and ongoing employment. Candidates may only be exempted from this requirement if they request and are approved for an accommodation based on a reason related to a protected ground under the Human Rights Code ground (e.g. Disability).

Where operationally appropriate and subject to change, the City of Vancouver has a Flexible Work Program. This program allows staff to work remotely 1 - 4 days a week from locations that are a daily commutable distance from their work at a City worksite. At this time this position is eligible to be part of the Flexible Work Program.

The daily commutable distance includes the Lower Mainland east to Hope, the Sunshine Coast to Sechelt and the Sea-to-sky to Whistler. This does not include Vancouver Island.

For more details or to further explore this important strategic leadership opportunity, please contact:

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To Apply

Please submit a PDF cover letter and resume to Leaders International at vancouver@leadersinternational.com

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.