



# Indigenous.Link

Canada's fastest growing Indigenous career portal, Careers.Indigenous.Link is pleased to introduce a new approach to job searching for Indigenous Job Seekers of Canada. Careers.Indigenous.Link brings simplicity, value, and functionality to the world of Canadian online job boards.

Through our partnership with Indigenous.Link's Diversity Recruitment Program, we post jobs for Canada's largest corporations and government departments. With our vertical job search engine technology, Indigenous Job Seekers can search thousands of Indigenous-specific jobs in just about every industry, city, province and postal code.

Careers.Indigenous.Link offers the hottest job listings from some of the nation's top employers, and we will continue to add services and enhance functionality ensuring a more effective job search. For example, during a search, job seekers have the ability to roll over any job listing and read a brief description of the position to determine if the job is exactly what they're searching for. This practical feature allows job seekers to only research jobs relevant to their search. By including elements like this, Careers.Indigenous.Link can help reduce the time it takes to find and apply for the best, available jobs.

The team behind Indigenous.Link is dedicated to connecting Indigenous Peoples of Canada with great jobs along with the most time and cost-effective, career-advancing resources. It is our mission to develop and maintain a website where people can go to work!

Contact us to find out more about how to become a Site Sponsor.

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# Job Board Posting



Careers.Indigenous.Link

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## Manager Strategic Initiatives First Nations Relations

<b>Job ID</b>	<b>C2-AF-2E-E8-D4-A0</b>	
<b>Web Address</b>	<a href="https://careers.indigenous.link/viewjob?jobname=C2-AF-2E-E8-D4-A0">https://careers.indigenous.link/viewjob?jobname=C2-AF-2E-E8-D4-A0</a>	
<b>Company</b>	Capital Regional District	
<b>Location</b>	Victoria, British Columbia	
<b>Date Posted</b>	From: 2024-04-25	To: 2024-05-25
<b>Job</b>	Type: Full-time	Category: Social Services
<b>Job Salary</b>	\$115,323.32 - \$135,674.27 Yearly	
<b>Languages</b>	English	

### Description

#### Position Purpose

This position provides strategic leadership, analysis, relationship-building and negotiation skills to support CRD senior leadership, Directors and all divisions to build and strengthen respectful, reciprocal government-to-government relationships with First Nations in the region, including the development and implementation of protocol agreements. This role will facilitate the education, policy development and organizational transformation required to integrate First Nations' aspirations and interests and the CRD's Statement of Reconciliation into CRD governance, planning and operations.

#### Key Accountabilities/Position Outcomes

- Provides leadership, support, advice, and guidance to CRD staff, senior leadership and Board Directors on matters regarding First Nations relations and initiatives.
- Leads organizational engagement with First Nations, including substantive negotiations.
- Leads the research, analysis, development and implementation of strategic initiatives (e.g. memorandums of understanding, protocol agreements, service agreements and engagement frameworks to facilitate relationship-building with First Nations).
- Builds and maintain respectful, reciprocal relationships with First Nations staff and leadership.
- Collaboratively engages with CRD divisions across the organization to formulate approaches to negotiations and to develop and implement new policy and operational approaches that integrate First Nations' requests.
- Develops and delivers educational and relationship-building events.
- Prepares and recommends strategies, policies, procedures, and communications on matters regarding First Nations relations.
- Stays current on the broader political, legal and implementation context, maintains relationships with external partners, and brings learnings and emergent strategies to the CRD.
- Responsible for providing back up support for the Manager, First Nations Relations role, including the leadership and management of employees and contractors within area of responsibility.
- Follows all policies, procedures and standards of the CRD.
- Performs other related duties that are similar in scope and complexity, as required.

#### Role Specific Knowledge, Skills, and Abilities

- Self-motivated professional with a commitment to anti-racism, equity, diversity and inclusion, who thrives on building collaborative partnerships.
- Strong ability to offer strategic advice on complex, cross-departmental and political issues that considers the short and long-term consequences and options to effectively manage potential outcomes.
- Demonstrated ability in building and maintaining respectful working relationships with Indigenous peoples, with a preference for experience working with First Nations in the CRD region.
- Ability to effectively lead, support and facilitate multi-disciplinary teams in relationship-building and interest-based negotiations.
- Ability to build understanding amongst CRD staff and leadership regarding the goals and aspirations of local Nations.
- Exemplary diplomacy, tact and communication skills, verbal and written.
- Proven problem solving, decision-making and issue management skills.
- Significant attention to detail, ability to identify emerging issues and prioritize appropriately to meet deliverables, outcomes and deadlines.
- Demonstrated ability to develop and draft policy, protocol agreements, decision-making documents (e.g., briefing notes), and/or communications documents (e.g. speaking notes).
- Knowledge of First Nations' governance structures and the historical, cultural and legal context for Indigenous self-determination.
- Knowledge of the CRD's moral obligations for strengthening relationships with First Nations.
- Knowledge of local government operations, legislation or governance is an asset.
- Knowledge of the issues in one or more of the substantive topic areas under negotiation (e.g., traditional use access agreements, protected areas management, shared decision-making, solid waste management, environmental monitoring and protection, Indigenous Guardian programs, heritage conservation, land use planning).
- Demonstrated ability to manage collaborative policy, project and program development in multidisciplinary settings, including managing concurrent projects with competing priorities and deadlines.
- Proficiency and experience with Microsoft Office software applications (Microsoft Word, Excel, Outlook, and Powerpoint).

#### Leadership Profile

##### Professional/Individual Contributor Level 3 (P3)

Leaders at this level are generally recognized as fully qualified professionals who apply their in-depth knowledge and experience and best practice in

their own discipline to respond to a wide range of moderately complex and complex problems and situations. They interpret and respond to client needs and improve products or services in their own area. Working with minimal direction, they monitor and control costs within their own work, explain difficult issues to establish consensus, and promote teamwork, potentially coaching and guiding others.

While CRD Leaders are accountable to all Leadership Competencies, the competencies listed below have particular relevance to this position. Click here for a complete definition of our Leadership Levels and Competencies.

**Experience**

- A minimum of 5 years' directly related experience
- An equivalent combination of education and experience

**Education Requirements**

- Masters degree in a related discipline

**Additional Skills**

Leadership Competencies

Sees the Big Picture

Understands the Politics

Builds Partnerships

Creates a Common Vision for Change

**How to Apply**

Click "Apply Now"

Closing Date: This position will remain open until filled

To apply for this exciting opportunity, please go to [www.crd.bc.ca](http://www.crd.bc.ca) and click on Careers to submit your resume and covering letter online. We welcome all qualified applicants to apply and may consider a combination of experience, education and/or training where possible.

The Capital Regional District wishes to thank you for your interest and advises that only those candidates under active consideration will be contacted.