



# 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.Links 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.

Corporate Headquarters:

Toll Free Phone: (866) 225-9067

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# Job Board Posting



Careers.Indigenous.Link

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## Senior Advisor, Indigenous Engagement And Reconciliation

<b>Job ID</b>	<b>6E-FF-18-12-25-37</b>	
<b>Web Address</b>	<a href="https://careers.indigenous.link/viewjob?jobname=6E-FF-18-12-25-37">https://careers.indigenous.link/viewjob?jobname=6E-FF-18-12-25-37</a>	
<b>Company</b>	BDC	
<b>Location</b>	Across Canada, Across Canada	
<b>Date Posted</b>	From: 2024-03-12	To: 2024-04-02
<b>Job</b>	Type: Fixed-term	Category: Miscellaneous
<b>Languages</b>	English/ French An Asset	

### Description

Temporary 18 month Contract

Choosing BDC as your employer also means:

Flexible and competitive benefits, including an Employee Savings and Investment Plan where BDC matches part of your voluntary contributions, a Defined Benefit Pension Plan, a \$750 wellness and health care spending account, to name a few

In addition to paid vacation each year, five personal days, sick days as necessary, and our offices are closed from December 25 to January 1

A hybrid work model that truly balances work and personal life

Opportunities for learning, training and development, and much more...

### POSITION OVERVIEW

Part of the Sustainability, DEI & Social Impact team, the Senior Advisor, Indigenous Engagement & Reconciliation, will be accountable for leading the development and implementation of the bank's Reconciliation Action Plan (RAP), a multi-year strategy that accelerates our commitment to responding to the Truth & Reconciliation Commission's Calls to Action #92 for the corporate sector. The successful candidate will report to the National Lead for DEI & Social Impact and play a key role in supporting BDC's efforts to advance reconciliation with its key constituents. They will collaborate closely with internal stakeholders including, amongst others, Human Resources, Legal, Client Diversity, Procurement, Marketing, Communications, and the Indigenous Employee Resource Group.

The incumbent will be responsible for providing strategic advice and operational guidance on BDC's efforts to advance reconciliation, including the development and execution of strategies relating to the RAP to ensure BDC policies, programs and standards reflect our stated commitment to Call to Action #92. Their work will involve conducting research and benchmarking, strategy development, project management and stakeholder engagement (internal/external).

### CHALLENGES TO BE MET

Provide expert advice and guidance on Indigenous Engagement and Reconciliation to strengthen BDC's strategies, policies and programs in its commitment to Call to Action #92.

Lead the development of a bank-wide Reconciliation Action Plan (RAP), in consultation with key internal stakeholders.

Advise and recommend solutions and project plans in line with the objectives and priorities of the RAP and assist BDC stakeholders on the implementation of the RAP into processes, policies, procedures and strategies, supporting in the identification of gaps and areas for improvement.

Advise on and lead the process for BDC to obtain PAR (Progressive Aboriginal Relations) certification.

Advise on best practice with respect to internal governance and advisory structures on Indigenous Engagement & Reconciliation, including the need for and suitability of an Elder Council or similar.

Conduct research and benchmarking to advise on Indigenous engagement and reconciliation best practice, standards, policies, trends and regulatory requirements (where applicable).

Interpret national and provincial legislation, such as UNDRIP, and advise on the most appropriate approach and adoption strategy for BDC.

Identify key external stakeholders for BDC to engage, consult and partner with, as part of our reconciliation journey.

Provide support on the development of a Human Rights Position Statement and Implementation Plan, specifically in the

provision of expertise and guidance on the rights of Indigenous peoples, particularly in line with UNDRIP and/or other provincial or federal legislation and regulations (current or incoming).

Provide support to the National Lead on DEI & Social Impact in strategic planning, allocation and delivery of activities to promote and advance human rights and reconciliation at BDC.

Provide support and advice on an as-needed basis, to internal partners such as the Partnerships, HR Talent DEIA and Client Diversity teams on their workstreams to advance representation, strengthen inclusion in the workplace and expand market reach to underserved groups.

#### **WHAT WE ARE LOOKING FOR**

Minimum of ten years of related experience, including organizational leadership, strategy and policy development, and experience leading organizational change within the DEI and human rights field.

Experience managing or providing consulting services on human rights, DEI, and/or Indigenous Engagement and Reconciliation initiatives in a corporate setting.

Bachelor's degree in Law, Human Rights, Indigenous Studies, Diversity, Equity & Inclusion, Social Science or a related field. Master's degree or Law degree in Human Rights is an asset.

#### **Knowledge and Skills**

Demonstrated understanding of human rights principles and legislation

Demonstrated understanding of, and experience with human rights topics and Truth & Reconciliation in a corporate setting, for example, knowledge of the UN Guiding Principles on Business and Human Rights and the UNDRIP.

Understanding of the complexities of historic obstacles experienced by Indigenous peoples in Canada

Knowledge of the work of the Truth and Reconciliation Commission (TRC) of Canada, the TRC Final Report and Calls to Action (especially Call to Action #92)

An ability to develop, implement, maintain, and evaluate corporate strategies that contribute to reconciliation by the business community.

#### **Soft Skills**

Strong communication, presentation skills, and influencing skills, with an ability to build strong relationships.

Collaboration and ability to be a contributing member of a team.

Detail-oriented and organized with the ability to collect and analyze data.

Strong project management skills.

Results oriented and comfortable in a fast-paced environment.

Expertise with the Microsoft Suite (Excel, Powerpoint, Word, etc)

Demonstrated knowledge and understanding of the financial sector an asset.

Effective written and verbal communication skills in both official languages (English and French) is an asset.

\* Please note that temporary positions are not eligible for benefits.

#### **How to Apply**

Click "Apply Now"