



Position Title: Indigenous Relations - Senior Policy Analyst (2 Positions)

Position Status: Full-Time Regular

Department: Legal Services and Indigenous Relations

Employee Group: Teamsters Local 31

Location: 4515 Central Boulevard, Burnaby

Salary Range/ Wage Rate: PG 28 \$3,246.55 - \$3,835.98 bi-weekly

Our Legal Services and Indigenous Relations Department is seeking a Senior Policy Analyst (2 Positions) who will work within a passionate and dedicated team helping Metro Vancouver tackle all the complexities its work entails as related to Indigenous issues. The Senior Policy Analyst will be involved in a broad array of project support and relationship-building work, and will help develop policies promoting reconciliation imperatives in Metro Vancouver's work. This role will also assist Metro Vancouver in its efforts to continue addressing evolving responsibilities stemming from the provincial government's Declaration on the Rights of Indigenous Peoples Act (DRIPA) and the federal government's Declaration on the Rights of Indigenous Peoples Act, and to continue responding to the Truth and Reconciliation Commission's 94 Calls to Action, including fostering an inclusive workplace which recognizes Indigenous culture, history, and heritage.

You are:

Someone with experience and understanding, preferably on a lived basis, of Indigenous culture, worldviews, priorities, and complexities. You are a great team player, eager to support others. You are a good listener, able to give advice diplomatically. You are full of ideas, but also always willing to learn and adjust according to new circumstances or information. And you can see many sides of an issue, while being a true believer in reconciliation.

This role:

- Processes and responds to incoming requests for advice from Metro Vancouver staff, on many different aspects of Indigenous relationship-building and engagement.
- Develops and makes recommendations on strategies and policy proposals related to Indigenous relations issues impacting or potentially impacting Metro Vancouver's corporate interests including, but not limited to, plans, processes, properties and services. Presents and defends policy research, analyses and proposals to senior management.
- Provides technical advice to a superior, staff-led committees and/or political committees; provides technical assistance, direction and information to staff and various other audiences.

- Researches, assembles, analyzes and interprets information related to First Nations' interests within the Metro Vancouver region, including monitoring treaty tables and other Indigenous issues of relevance to the regional district and its member governments.
- Participates in or chairs committees, task forces, and working groups involving First Nation members, staff, and consultants, regional and municipal staff, and/or other potentially interested individuals and representatives from other organizations; makes presentations to various internal and external groups.
- Prepares agendas, reports, briefing materials, correspondence, short articles, committee presentations and training materials on a variety of topics related to the work.
- Arranges for consultation with First Nations, local governments, provincial ministries, federal departments, as well as other interested audiences to both gather input on, and to share information about, Metro Vancouver policies, plans, and projects.
- Establishes and maintains effective working relationships with staff, consultants, commercial enterprises and associations, municipal and other orders of government as well as non-governmental organizations, including First Nations' governments and staff, and relevant First Nation entities.
- Initiates and assists in planning, coordinating and actively participating in special events, such as Community to Community Forums, lunch and learn sessions, training sessions and workshops on key topics.
- Keeps abreast of developments that occur in local communities that may potentially affect First Nations, local governments and Metro Vancouver, or decisions by other orders of government, including related federal and provincial policies and legislation, court decisions and legal advice, as well as the decisions of First Nation governments; undertakes or directs major research studies and projects.
- May work with consultants engaged in technical and research projects; monitor consulting services and ensure compliance with specifications, and addresses related problems; may supervise technical staff in the absence of a superior.
- Performs related work as required.

To be successful, you have:

- University graduation with a degree in public policy and administration, Indigenous studies, political science, community planning, social and economic geography, archaeology or law, plus considerable related experience or demonstrated capabilities and skills acquired through considerable related experience within a local government, First Nation, or related context, in policy analysis, public policy development, applied research or negotiations; OR a Master's degree in a related discipline, plus sound related experience; OR an equivalent combination of training and experience.
- Thorough knowledge of provincial, regional and corporate programs, policies, techniques, methods and procedures applicable to current and emerging Indigenous issues and interests in British Columbia.
- Considerable knowledge of researching, evaluating and analyzing information related to the issues under review.
- Considerable knowledge of sources of data and current literature, trends, and developments in fields related to the work.

- Considerable knowledge of the methods, principles and practices of operating computer and peripheral equipment and software applications related to the work.
- Ability to collect, analyze and interpret statistical, technical and narrative data and to prepare clear and concise studies, reports and correspondence.
- Ability to interpret and apply corporate and/or departmental objectives, rules, and regulations, to formulate strategies and prepare recommendations regarding policy alternatives to First Nations issues, Indigenous interests, and related matters.
- Ability to communicate effectively, orally and in writing, and to make presentations; this includes briefing materials and Committee/Board reports on politically-sensitive issues compiled in a timely manner.
- Sensitivity to cross-cultural contexts and ability to use sound judgement and diplomacy in high-stress/conflict situations.
- Ability to prioritize effectively when dealing with competing demands in time-sensitive situations, and communicate appropriately with clients.
- Ability to establish and maintain effective working relationships with a variety of internal and external contacts.
- Ability to direct and/or coordinate the work of consultants engaged in technical and research projects.
- Considerable knowledge of the six-stage BC Treaty Process and related local government interests and issues discussed at treaty tables, as well as being familiar with other approaches for reaching consensus on issues such as bilateral and protocol agreements, memoranda of understanding and reconciliation agreements.
- Established working relationships with First Nations whose communities are located within the Metro Vancouver region, and experience working for or with an Indigenous government or an Indigenous community will be considered an asset.
- Driver's Licence for the Province of British Columbia.

Pursuant to the British Columbia's Office of the Human Rights Commissioner Special Program approval under section 42(3) of the B.C.'s Human Rights Code, preference may be provided to qualified applicants who self-identify as Indigenous. All qualified candidates are encouraged to apply.

Candidates who self-identify as Indigenous should be prepared to provide indications thereof, either through documentation or through general evidence or statement of social/community association. Examples of such indications may include but not limited to: • Written confirmation of membership/enrollment from a US or Canadian federally recognized band/tribal authority; or • An officially-issued Indian Status card; Métis Nation citizenship card; or Inuit enrollment card; or • A statement about a candidate's lived experiences and/or relationship to an Indigenous community.

Our Vision:

Metro Vancouver embraces collaboration and innovation in providing sustainable regional services that contribute to a livable and resilient region and a healthy natural environment for current and future generations.

We are committed to diversity, equity and inclusion and being representative of the region we serve. We invite all qualified candidates to apply including Indigenous People, visible minorities, immigrants, LGBTQ2S+, all genders and persons with disabilities.

Please follow this link <http://www.metrovancouver.org/about/careers/> to our Careers page where you can submit your application by April 28, 2023.