

**Ministry of Aboriginal Relations and Reconciliation**  
**Chief Negotiator**  
**North and South Regions \***  
2 vacancies

***Bring your change leadership skills, demonstrated passion for building meaningful relationships and determined resolve to this role***

The Ministry of Aboriginal Relations and Reconciliation (MARR) leads the Province of British Columbia in its reconciliation efforts with First Nations and Aboriginal peoples. A key component of reconciliation involves building and maintaining partnerships with First Nation communities, all levels of Government, industry, and stakeholders. These partnerships create opportunities to collaborate on building a strong economy and a secure future so that all British Columbians, including First Nations and Aboriginal peoples, are able to benefit from that economy. Treaties, revenue sharing, shared decision making, economic and socio-cultural partnership agreements and other reconciliation initiatives are important tools for First Nations' leaders to develop sustainable, healthy, and resilient communities.

The Chief Negotiator will play an integral role in leading engagement with all levels of Government, First Nations and stakeholders to design and deliver an area based approach. This approach will encapsulate the multitude of interests in the region, set clear expectations on deliverables and proactively strengthen the collective relationship First Nations and Aboriginal peoples have with government.

The Chief Negotiator will be pivotal in providing strategic direction towards a trust-based relationship and leading the integration of reconciliation efforts across provincial agencies within a region. This role necessitates expertise in change management; the ability to build a strong culture of collaboration and respect; and the results-focus required to develop innovative strategies to advance job creation and economic diversification. Experienced in complex multi-party negotiations, you will provide the constructive leadership to ensure the interests of British Columbia, First Nations and Aboriginal peoples are considered and represented in order to develop sustainable, healthy, and resilient communities in the Province.

Please refer to job profile below for a complete list of qualifications.

\*There is a preference for the Chief Negotiator positions to be located in the regions the positions are accountable for. This preference is not a requirement and all locations will be considered provided the successful candidate is willing to travel extensively.

To express your interest in this opportunity, please email your cover letter and resume to [Executive.Recruitment@gov.bc.ca](mailto:Executive.Recruitment@gov.bc.ca) by September 23, 2016. Please state your preferred location(s) in your cover letter.

The appointee will be required to consent to a criminal record check. Thank you to all who express interest.

**Role Profile**  
**Ministry of Aboriginal Relations & Reconciliation**

**Chief Negotiator**  
(South and North Regions)

**Overview**

The Ministry of Aboriginal Relations and Reconciliation (MARR) leads the Province of British Columbia in its reconciliation efforts with First Nations and Aboriginal peoples. A key component of reconciliation involves building and maintaining partnerships with First Nations communities, all levels of Government, industry, and stakeholders. These partnerships create opportunities to collaborate on building a strong economy and a secure future so that all British Columbians, including First Nations and Aboriginal peoples, are able to benefit from that economy.

A primary means of advancing reconciliation is through the negotiation and implementation of agreements with First Nations. Treaties, revenue sharing, shared decision making, economic and socio-cultural partnership agreements and other reconciliation initiatives are important tools for First Nations' leaders to develop sustainable, healthy, and resilient communities.

The Negotiations and Regional Operations Division (NROD) plays a fundamental role in supporting government's reconciliation mandate. Our role is to lead engagements with First Nations.

The work of the Division flows from the Ministry's Strategic Plan which in turn, reflects government's priorities in its relationship with aboriginal peoples. The implementation of regional operational planning flows from the Ministry plan.

The Chief Negotiator will be expected to lead engagement with all levels of Government, First Nations and stakeholders to ensure an area based approach is successfully designed and delivered in way that respects the multitude of interests expressed in that engagement.

As part of meeting that business accountability, the Chief Negotiator role will be accountable for all activities within a region; including the development and design of the area based approach in collaboration with Ministry executive, other Chief Negotiators, the Division Leadership Team, as well as policy support services.

In concept, the area based approach means:

- Developing the means to provide consistent service delivery to First Nations, Aboriginal peoples, government and stakeholders;
- Creating a proactive approach to the collective relationship First Nations and Aboriginal peoples have with government;

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### Ministry of Aboriginal Relations & Reconciliation

- Setting clear and transparent expectations for all parties on what can be delivered with the resources available, by developing a systematic way across government to prioritize work.

### **Competencies**

Fundamental competencies that are sought for these positions are:

#### **Leading People**

- To achieve government's vision, this role must position and structure their organization to maximize its effectiveness. This role is responsible for practicing strategic thinking in translating the vision to goals and strategies, and to support their accomplishment through facilitation and leading change.
- This role must motivate, empower and lead employees to accomplish goals and objectives, rewarding high performance and developing their employees, providing opportunities for growth, and managing issues within their organization.
- This role models integrity and authenticity, building a culture of trust, risk taking and creative thinking in the organization through demonstrating personal integrity, using feedback to self-improve, following through on commitments and acting consistently with the espoused values and culture of the organization.
- Delivers a corporate and innovative approach to the development, design and execution of negotiation strategies across a given region, in partnership with other regions and with provincial direction.

#### **Advanced Solution Based Negotiation Capacity**

- Ability to lead First Nations negotiations across all levels of Government, stakeholders and within the Ministry.
- Demonstrates multiple negotiation approaches while maintaining effectual and enduring relationships.
- Demonstrated ability to successfully conclude complex files with diverse teams.

#### **Stakeholder Relationships**

- Enhance the organization's relationships with external partners and stakeholders. This includes building strategic alliances, managing conflicts, negotiating effectively, and effectively communicating ideas, analyses and proposals to stakeholders.

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#### **Building Trust-based Relationships**

- Requires a fundamental understanding that the "relationship" is the foundation from which all activities happen and that building good relationships takes time and commitment.
- It requires a genuine, non-controlling approach and relies upon demonstrated integrity and transparency. Building a trust-based relationship requires a high level of consciousness of the experiences of Aboriginal people with Crown relations. It assumes that strengths abound in Aboriginal people, cultures and communities.

#### **Key Accountabilities**

- Design and implement the area based approach within a respective region;
- Lead the integration of reconciliation efforts across provincial agencies within a region; specifically, setting priorities, defining outcomes, aligning resources and creating synergies across government;
- Provide strategic direction to further the goals of Aboriginal people in a way that meets the collective public interest and be accountable for the success of negotiation and reconciliation initiatives within that region;
- Lead proactive engagement with industry, local government, stakeholders, key partners, and the public on Aboriginal relations, including the need and benefits of reconciliation;
- Develop and maintain strong relationships with First Nation leadership and communities to ensure positive and proactive dialogue in the pursuit of reconciliation goals;
- Lead priority negotiations on behalf of the Province including development of negotiation strategies, acquiring mandates, assembling and leading high-performing negotiation teams, reporting on progress to government executive to achieve successful and durable and sustainable agreements;
- Collaborate with local, provincial and federal agencies to pro-actively address First Nation and Aboriginal peoples' issues including socio-cultural and economic initiatives, major project reviews, natural resource management, statutory decision making, revenue-sharing, negotiations and shared decision making;
- Prepare and deliver advice to Assistant Deputy Ministers, Deputy Ministers, Ministers, and the Premier. Provide and deliver recommendations and submissions to Executive, Cabinet or Treasury Board;
- Lead teams to bring cohesion to the identification and resolution of negotiation, policy, fiscal or implementation issues;
- The Chief Negotiator will be expected to provide corporate leadership to the people in the division in partnership with the NROD Senior Leadership Team.

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#### **Qualifications**

- Preference given to a Master's Degree in (or similar to) natural resource management, law, business or public administration. An equivalent combination of education and experience will be considered.
- An exemplary track record of progressive leadership results (change management, workplace morale improvements, program or project) over the last several years.
- At least 5 years of senior executive leadership experience leading and empowering multi-disciplinary teams in complex multi-party negotiations/projects or major program shifts.
- Ability to create and foster honest and open relationships based on a genuine approach with integrity and transparency.
- Exceptional teamwork, communication and cooperation skills and ability to show flexibility in approaches to achieve outcomes.
- Excellent leadership, communication, conflict resolution, relationship-building and influence management skills with a proven track record of establishing a multitude of long-term, cooperative relationships both inside and outside government.
- General understanding of current aboriginal law, provincial and federal policies.

#### **The appointee will be required to:**

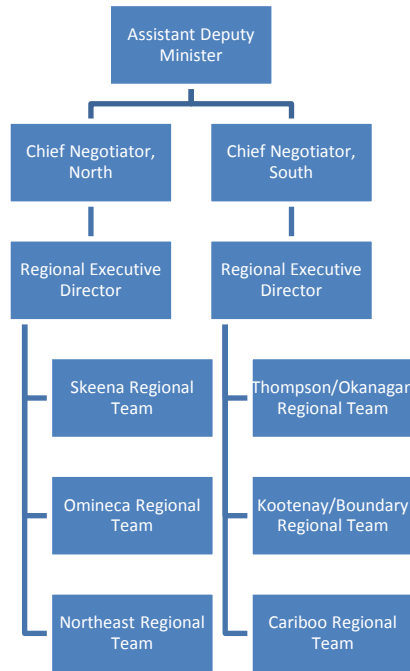
- Consent to a criminal record check;
- Travel extensively; and
- Have a valid BC Driver's License.

# Role Profile

## Ministry of Aboriginal Relations & Reconciliation

### Organization Chart

Note: The Organization Chart is expressed in partial terms to show reporting relationships to new Chief Negotiator roles. Full organization chart is available upon request.



### Position Location(s)

There is a preference by the employer to see the Chief Negotiator positions located in the regions the positions are accountable for. This is a preference, not a requirement and all locations will be considered, provided the successful candidate(s) are willing to travel extensively.

*The professional values of the BC Public Service . . .*  
***Courage, Teamwork, Curiosity, Service, Passion, Accountability***  
*Always with integrity*