

**Assistant Deputy Minister, Innovation and Industry Development
Ministry of Jobs, Economic Development and Innovation
Various Locations in BC**

The Ministry of Jobs, Economic Development and Innovation is working to make life better for people by building an inclusive, sustainable, and innovative economy that works for everyone. The ministry delivers programs and services that leverage B.C.'s natural advantages to drive clean and inclusive economic growth. Its priorities include encouraging business start-up and growth through innovation and adoption of new technologies. The ministry also promotes trade and investment, positioning B.C. as a global exporter of low-carbon goods and services.

The ministry supports Indigenous Peoples, small businesses and communities with economic development activities, the revitalization of traditional industries, economic diversification, job creation, exposure to export opportunities, and strategic investments to ensure everyone in British Columbia benefits from economic growth. The ministry also oversees several Crown corporations: Forestry Innovation Investment Ltd. (FII), In BC Investment Corporation and Innovate BC (IBC).

The Assistant Deputy Minister (ADM) leads the Innovation and Industry Development Division by creating and communicating the vision, mission and goals to their staff and ensuring the alignment of branch, service quality, and individual plans to deliver on key initiatives.

The ideal candidate for ADM, Innovation and Industry Development will be a seasoned, strategic and results-oriented executive who thrives in a demanding, high-profile, public-sector work environment. They bring with them significant experience in the development and implementation of strategies with substantial financial, business and economic impacts. They will also have strong, proven skill leading and formulating innovative approaches and strategies when developing business and strategic plans.

A clear and logical communicator, this innovative leader will be able to explain complex issues to ministers, senior government officials and external stakeholders.

Grounded in integrity, they are able to build long term, open, relationships with a genuine commitment to honesty and transparency in all that they do.

A complete role description and listing of qualifications is below. The appointee will be required to consent to a criminal record check.

The BC Public Service is committed to creating a [diverse workplace](#) to reflect the population we serve and to better meet the needs of our citizens. Consider joining our executive team and being part of an innovative, inclusive, and rewarding organization.

To apply please email a clear and concise cover letter and resume in one document (.pdf) to Executive Recruitment at: Executive.Recruitment@gov.bc.ca by April 26, 2024. Please note the application document must be in .pdf format. Email Executive Recruitment if assistance is needed. Thank you to all who express interest.

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Salary Range \$167,400 to \$213,700

Ministry Overview

The Ministry of Jobs, Economic Development and Innovation is working to make life better for people by building an inclusive, sustainable, and innovative economy that works for all British Columbians. The Ministry delivers programs and services that leverage British Columbia's natural advantages to drive clean and inclusive economic growth.

Its priorities include encouraging business start-up and growth through innovation and adoption of new technologies, supporting emerging opportunities in manufacturing, shipbuilding, life sciences, agritech, hydrogen, clean technology, and mass timber. In addition, the Ministry will build on British Columbia's competitive advantages through the development of an Environmental, Social and Governance (ESG) program. The Ministry also promotes trade and investment, positioning B.C. as a global exporter of low-carbon goods and services.

The Ministry supports First Nations and Indigenous Peoples, small businesses and communities with economic development activities, the revitalization of traditional industries, economic diversification, job creation, exposure to export opportunities, and strategic investments to ensure everyone in British Columbia benefits from economic growth.

To that end, our government is implementing Stronger BC: A plan for today, a vision for tomorrow – British Columbia's guide to economic prosperity through inclusive and clean growth. The Ministry has an oversight role for the following Crown corporations: Forestry Innovation Investment Ltd. (FII), In BC Investment Corporation and Innovate BC (IBC).

The Position

Reporting to the Deputy Minister, the Assistant Deputy Minister (ADM) leads the Innovation and Industry Development Division by creating and communicating the vision, mission and goals to staff and ensuring alignment of branch, service quality, and individual performance plans to deliver on the key initiatives of the division

and ministry. The Innovation and Industry Development Division consists of the following branches:

- Innovation
- Technology Acceleration
- Industry Development
- Office of Mass Timber Implementation (OMTI)
- BioManufacturing and Life Sciences

Accountabilities/Responsibilities

- Responsible for the long-term productivity and industrial economic viability, and works with traditional and emerging industries to maximize economic benefit from British Columbia's abundant natural resources and grows the segment of the economy not directly reliant on natural resources for growth.
- Accountable to strengthen the connection between the discovery and development stages of post-secondary and startup ecosystems with the demand communities and external markets for BC technologies and services.
- Leads the oversight and policy for the technology ecosystem, including Intellectual Property, talent, capital, and research.
- Responsible to deploy tactical resources from time to time (people, funding, analysis, concierge) to support critical actions necessary to anchor and grow individual sub-sectors such as life sciences, agriculture, marine or aerospace.
- Leads sector development strategies and tactics.
- Leads the oversight of FII and IBC.
- Plays a critical role in leading the organization in the execution of government's strategic corporate agenda and provides key contributions and commits to action the ministry and government's mandate.
- Leads an environment committed to Truth and Reconciliation with Indigenous Peoples and to equity, diversity and inclusion.
- Serves as a member of the ministry's executive committee and participates in the corporate management of the ministry by providing sound advice and recommendations on operational and politically sensitive issues.
- Leads, empowers and engages a senior management team in developing and implementing long-term vision, goals, and strategies in support of ministry and government's goals, building capacity, ensuring best use of staff and resources, leading and sustaining momentum in change initiatives and shifting priorities;

and delivering results through collaboration with a wide range of partners and stakeholders.

- Provides advice on important strategic, policy and operational issues to deputy ministers, ministers, and senior government officials, and works collaboratively with a wide range of internal and external partners and stakeholders.
- Exercises extensive authority to make decisions that have significant strategic impacts and outcomes; that are sensitive and highly public in nature and sets the direction for new programs, services, or projects.
- Showcases exemplary collaboration expertise to foster seamless cooperation and synergy both internal to the ministry and across government, helping to ensure the success of corporate priorities which may not be under the direct responsibility of the position.
- Exercises sound judgement and stewardship in managing the Innovation and Industry Development divisions budget, human resources, and administrative responsibilities and works closely with the Ministry's Management Services Division to ensure the division complies with corporate policies, processes, and best practices.

Qualifications

The BC Public Service is committed to a workplace that is representative of the diversity of the people of British Columbia and facilitates services to public we serve. Preference may be given to applications from visible minorities including women, Black, and other people of colour (BIPOC), those with diverse sexual orientation or gender identity (2SLGBTQIA+) and/or others having abilities and experiences with diversity.

- A relevant university degree (e.g. public administration, finance, law, or related field) or an equivalent combination of education and experience may be considered.
- The successful candidate will be an experienced strategic and results oriented, seasoned executive who thrives in an environment with demanding work challenges and works effectively in the public sector.
- Significant, proven executive or senior leadership experience in:
 - The development and implementation of strategies with substantial financial, business and economic impacts.

- Establishing collaborative relationships with senior leaders across government/organizations and leading organizational change associated with implementation.
- Leading and formulating innovative approaches and strategies when developing business and strategic plans.
- Using critical thinking and logical reasoning to evaluate complex situations and problems to allow for effective problem solving and decision making.
- Leading and coaching multi-disciplinary senior management teams.

Knowledge, Skills and Abilities

- Ability to manage high profile and complex issues, possessing the acumen necessary to balance diverse interests and manage relationships effectively.
- Ability to lead from a place of curiosity and humility to achieve the required mandate.
- Ability to make critical decisions in a high-profile, political portfolio which requires responding to emergent issues.
- Ability to prepare and present complex issues to Ministers, senior government officials and external stakeholders.
- Ability to create, foster and enhance honest and open relationships based on a genuine approach with integrity and transparency.
- Ability to build credibility; be a creative and innovative leader and is viewed and respected as a progressive, trusted leader of absolute integrity.
- Strong interpersonal skills; demonstrated success in engaging others at all levels of an organization to be positive and committed to delivering on the organizations goals.

The appointee will be required to consent to a criminal record check.

Competencies

To achieve government's **Vision**, executives must position and structure their organization to maximize its effectiveness. They practice **Strategic Thinking** in translating the vision to goals and strategies and support their accomplishment through facilitation and leading change.

In **Stakeholder Relationships**, executives ensure that they are enhancing 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.

Executives model **Integrity and Authenticity**, building a culture of trust, integrity, 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.

In **Leading People**, executives must motivate, empower, and lead employees to accomplish goals and objectives, rewarding high performance, promoting empowerment, and developing their employees, providing opportunities for growth, and managing issues with their organization.

BC Public Service Leadership Expectations

- Be a model and advocate of the BC Public Service Values and Standards of Conduct in professionally serving government to the highest ethical standard.
- Be an active enabler of innovation and engagement as keys to maintaining and enhancing public trust and confidence.
- Demonstrate foresight and understanding of our modern, digital context to better service citizens.
- Be proactive, resilient, and nimble, taking thoughtful, calculated risks.
- Be biased to action and removing unnecessary complexity to deliver the best possible service and outcomes for citizens.
- Act to improve the corporate capacity, capability, and commitment of the public service.

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