



Where ideas work

**Deputy Attorney General
Ministry of Attorney General
Various Locations**

The Ministry of Attorney General works in partnership with the Ministry of Public Safety and Solicitor General to advance a shared vision of a safe, secure, just, and resilient British Columbia. The Ministry works to keep communities safe and provide certainty, proportionality and, above all, fairness when dealing with criminal, civil and family law matters and to protect people, especially those who are most vulnerable.

The Ministry is responsible for justice services including sheriff and court administration, registry and security services, administration of the Court system, implementation of Indigenous Justice Strategies, legal aid, prosecution services, administrative tribunals, civil and family justice services, protection and promotion of human rights, access to justice, compliance and enforcement, and providing legal and legislative services to government.

The Deputy Attorney General is responsible for supporting the Attorney General in their role as Chief Law Officer of the Crown and as Minister of Justice. They must ensure that the administration of public affairs is in accordance with the law and that Cabinet actions are legally and constitutionally valid. The Deputy Attorney General leads, mentors, coaches and develops an executive management team that is culturally aware of equity, diversity, and inclusion.

The successful candidate will be a member in good standing of the Bar of British Columbia for at least ten years, and brings with them a deep understanding of the practice of law in both the public and private sectors as well as of the role and responsibilities of the Attorney General. They will have senior public sector leadership experience in a large policy and legislative-focused organization, with teams (both local and virtual) of diverse, high-performing, skilled professionals. They will have experience working with ministers, senior leadership, industry partners and Indigenous Rights Holders, and are known for their ability to develop resilient partnerships and foster harmonious and cooperative relationships.

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.

On November 1, 2021 the BC Public Service announced the COVID-19 Vaccination Policy that defines the conditions and expectations for BC Public Service employees regarding vaccination against COVID-19. Among other possible measures, proof of vaccination is required. It is a term of acceptance of employment that you agree to comply with all vaccination requirements that apply to the public service. More information can be found [here](#).

To apply please email a clear and concise cover letter and resume (.pdf) to Executive Recruitment at: Executive.Recruitment@gov.bc.ca by February 20, 2023. Please note application documents must be in .pdf format. Email Executive Recruitment if assistance is needed. Thank you to all who express interest.

Deputy Attorney General
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Salary Range \$281,300 to \$323,800

Ministry Overview

The Ministry of Attorney General works in partnership with the Ministry of Public Safety and Solicitor General to advance a shared vision of a safe, secure, just, and resilient British Columbia. The Ministry works to keep communities safe and provide certainty, proportionality and, above all, fairness when dealing with criminal, civil and family law matters and to protect people, especially those who are most vulnerable.

The Ministry is responsible for justice services including sheriff and court administration services, implementation of Indigenous Justice Strategies, legal aid, prosecution services, administrative tribunals, civil and family justice services, protection and promotion of human rights, compliance and enforcement, policy and providing legal and legislative services to Government.

The Ministry of Attorney General works in partnership with First Nations and Indigenous peoples to develop and implement strategies to eliminate the overrepresentation of First Nations and Indigenous people involved in, and impacted by, the justice system. The Ministry has a key role in ensuring the province's laws, policies and practices are aligned with the rights of Indigenous Peoples as established under the *Declaration Act*. This will support meaningful and lasting reconciliation and finding ways to meaningfully recognize the two systems of law in our province – Indigenous and Colonial – that co-exist.

Additionally, the Ministry is responsible for promoting multi-culturalism and leading anti-racism initiatives, policies and initiatives, as indicated in the Minister's and Parliamentary Secretary mandate letters for Anti-Racism Initiatives (i.e., anti-black racism strategy, anti-Asian racism strategy initiatives) including the development and implementation of anti-racism legislation, and multiculturalism).

The Ministry provides and funds justice services that enable disputes to be settled out of court and leads criminal, civil, family, and administrative justice transformation to promote early solutions to problems and access to justice.

The Ministry of Attorney General must uphold the honour of the Crown; act with honour, integrity, good faith, and fairness in all of its dealings with Indigenous peoples.

Role of the Deputy Attorney General

The Deputy Attorney General is responsible for supporting the Attorney General in their role as Chief Law Officer of the Crown and as Minister of Justice. The Deputy Attorney General must ensure that the administration of public affairs is in accordance with the law and that Cabinet actions are legally and constitutionally valid.

The Deputy Attorney General is responsible for the administration of the Court system and ensures the provision of facilities, registry services and security, to British Columbia courts: the British Columbia Court of Appeal, the British Columbia Supreme Court, and the Provincial Court of British Columbia.

The Deputy Attorney General leads, mentors, coaches and develops an executive management team, that is culturally aware of equity, diversity, and inclusion, managing the issues and challenges related to service delivery, often through partnerships with other governments and the private sector, and through effective resource management.

Responsibilities and Accountabilities

The Attorney General's responsibilities as set out in legislation include:

- Serving as the official legal adviser of the Lieutenant Governor and the legal member of the Executive Council;
- Advising on the legislative acts and proceedings of the Legislature and generally advising the government, heads of ministries, on all matters of law;
- Ensuring the administration of public affairs is in accordance with law;
- Develop and implement government anti-racism legislation, policies, strategies, and programs;
- Acting as the superintendent for all matters connected with the administration of justice in British Columbia that are not within the jurisdiction of the government of Canada;
- Advance and implement Indigenous Justice Strategies with Indigenous partners.

- Leads criminal, civil, family, and administrative justice transformation to promote early solutions to problems and access to justice.
- Continue to modernization Courts and Tribunals (i.e., Virtual bail hearings, remote testimony, virtual courts) to make it easier for the public to navigate our justice system and to better support victims and families.
- Overseeing the regulation and conduct of all litigation for or against the government or a ministry in respect of any subjects within the authority or jurisdiction of the legislature;
- Serving as a liaison with justice system partners, Rights Holders, and stakeholders, including the judiciary;
- Developing the Ministry's Service Plan, including development of service standards, and ensuring accountability processes and performance management systems are in place;
- Managing fiscal and human resources to achieve organizational goals and business plan objectives;
- Assessing service delivery models and managing their implementation where appropriate;
- Overseeing Cabinet Submissions and treasury board submissions.

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, Indigenous, and other people of colour (BIPOC), those with diverse sexual orientation or gender identity (LGBTQ2S+) and/or others having abilities and experiences with diversity.

- Extensive understanding of the role and responsibilities of the Attorney General.
- Member in good standing of the Bar of British Columbia (at least 10 years).
- Experience as a senior public-sector leader in a large policy and legislative-focused organization, preferably within a Canadian jurisdiction such as a provincial government, federal government, Indigenous government, government agency, or public safety organization.
- Experience in the practice of law, Aboriginal law and/or law relating to Crown Indigenous relations and justice policy matters.

- Experience in developing resilient partnerships and relationships with ministries, other levels of government, industry, community partners, Rights Holders, and stakeholder groups.
- Experience leading and supervising (local and virtual) multi-disciplinary senior leadership teams in the strategy and oversight of service delivery and implementation.
- Extensive experience working with ministers and/or senior leadership when dealing with complex and/or contentious issues.
- Ability to enhance harmonious and cooperative relations with Indigenous peoples, based on principles of justice, democracy, respect for human rights, non-discrimination and good faith.

The BC Public Service is committed to creating a diverse workplace to represent the population we serve and to better meet the needs of our citizens.

Competencies

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

Deputy Ministers ensure that they are enhancing the organization's relationships with external partners, Rights Holders, and stakeholders. This includes building strategic alliances, managing conflicts, negotiating effectively, and effectively communicating ideas, analyses and proposals to stakeholders.

Deputy Ministers model **Integrity and Authenticity**, building a culture of trust, understanding, equity and diversity, 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**, Deputy Ministers 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.

In **Building a Trust-Based Relationship** Deputy Ministers must have a fundamental understanding that “relationship” is the foundation from which all activities happen, and that building a good relationship takes time and commitment.

Change Leadership is championing the achievement of intended, real change that meets the enduring vision of Aboriginal self-determination in British Columbia. The Deputy Ministers will need to collaboratively develop and implement ideas to achieve positive change from anywhere in the BC Public Service.

In **Cultural Agility** Deputy Ministers will have the ability to work respectfully, knowledgeably and effectively with Indigenous people. It is noticing and readily adapting to cultural uniqueness in order to create a sense of safety for all.

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