



Where ideas work

Deputy Minister
Ministry of Indigenous Relations and Reconciliation
Various Locations in BC

The Ministry of Indigenous Relations and Reconciliation (MIRR) leads the Province in its efforts to establish true, lasting reconciliation with First Nations and Indigenous peoples in British Columbia. The Ministry is charged with working collaboratively and respectfully with First Nations, treaty partners, and Indigenous Organizations to establish a clear, cross-government framework for reconciliation under the Declaration on the Rights of Indigenous Peoples Act. The Province recognizes the inherent rights of Indigenous People and is committed to supporting and enabling self-determination which is key to Indigenous people's economic, social and cultural well-being.

This work requires building new and lasting collaborative partnerships with First Nations communities, treaty partners, Indigenous Organizations, all levels of Government, industry, and stakeholders. Reconciliation is a shared responsibility and partnership across all ministries, and between all levels of government. The ministry works with other provincial ministries, Indigenous leaders, industry, local government, and the public to build support for negotiated agreements and coordinates the cross-government implementation of treaties and other agreements as they are concluded.

The Deputy Minister is appointed by Order in Council and reports to the Minister and the Deputy Minister to the Premier in ensuring that all over-arching policies of government are communicated and coordinated, and that matters and sensitive issues requiring strategic direction on the part of government are monitored to ensure their expeditious resolution.

The Deputy Minister will lead work across ministries to implement the Declaration Act Action Plan in consultation and cooperation with Indigenous Peoples as required by the Declaration on the Rights of Indigenous Peoples Act.

The ideal candidate for this role will be a senior public sector executive with experience in and passion for shaping, guiding, and providing inclusive and collaborative leadership on Reconciliation initiatives, strategies, and legislation. A critical thinker and strategic manager of high-performing and innovative teams, this

candidate also has experience working with senior leaders on multifaceted, potentially contentious issues. Grounded in their ability to manage complex, high-profile and sensitive issues, and their cultural awareness in establishing lasting and trusted relationships, this talented leader is committed to a deeper understanding of Indigenous ways of knowing and being.

Preference will be given to those who self-identify as Indigenous.

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 March 1, 2023. Please note application documents 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 \$259,700 to \$303,000

Ministry Overview

The Ministry of Indigenous Relations and Reconciliation (MIRR) leads the Province in its efforts to establish true, lasting reconciliation with Indigenous peoples. The Ministry is charged with working collaboratively and respectfully with First Nations, treaty partners, and Indigenous Organizations to establish a clear, cross-government framework guided by the Declaration on the Rights of Indigenous Peoples Act. The Province recognizes the inherent rights of Indigenous peoples and is committed to supporting and enabling self-determination which is key to Indigenous peoples' economic, social and cultural well-being.

This work requires building new and lasting collaborative partnerships with First Nations communities, treaty partners, Indigenous governing bodies, Indigenous Organizations, all levels of Government, industry, and stakeholders. Reconciliation is a shared responsibility and partnership across all ministries, and between all levels of government. The ministry works with other provincial ministries, Indigenous leaders, industry, local government, and the public to build support for negotiated agreements and coordinates the cross-government implementation of [treaties, agreements and other constructive arrangements](#) as they are concluded. The Ministry work in close collaboration with the Declaration Act Secretariat which is tasked with assisting ministries to align provincial laws with the UN Declaration on the Rights of Indigenous Peoples.

The Ministry leads the province's participation in treaty negotiations, agreements and other constructive arrangements with First Nations and the federal government.

Position Overview

The Deputy Minister provides advice and support to the Minister and acts as the major interface between the political and administrative function of government.

The Deputy Minister also ensures that the alignment of policies reflects the direction of government and addresses changing client, partner, and stakeholder

needs. Providing leadership and direction through strategic thinking and results orientation, the Deputy Minister ensures achievement of the business plan goals and objectives.

As a member of government's executive team, the Deputy Minister supports the Deputy Minister to the Premier by contributing to policy development and planning and implementation of cross ministry initiatives.

As the administrative head of the organization, the Deputy Minister leads, mentors, coaches and develops an executive management team, managing the issues and challenges related to service delivery, often through partnerships with other governments and the private sector, and through effective resource management. Relationship building is key in working with diverse internal and external stakeholder groups, as the Deputy Minister oversees the development of service standards according to the needs of clients and within the realm of government policy and available resources.

Accountabilities

The Deputy Minister is appointed by Order in Council and reports to the Minister and the Deputy Minister to the Premier in ensuring that all over-arching policies of government are communicated and coordinated, and that matters and sensitive issues requiring strategic direction on the part of government are monitored to ensure their expeditious resolution.

The Deputy Minister will lead work across ministries to implement the Declaration Act Action Plan in consultation and cooperation with Indigenous peoples as required by the *Declaration on the Rights of Indigenous Peoples Act*.

The Deputy Minister provides leadership and guidance to an executive management team and contributes to the achievement of corporate initiatives and goals. The Deputy Minister is responsible for the effective management of significant human, fiscal, information and program resources.

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 (LGBTQ2S+) and/or others having abilities and experiences with diversity.

Preference will be given to those who self-identify as Indigenous.

- A post-secondary degree in business/public administration, or other related field and significant senior progressive executive experience. A combination of education and experience may also be considered for this position.
- 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, local government, or government agency.
- Experience as a senior leader shaping, guiding, and providing inclusive and collaborative leadership on Reconciliation initiatives, strategies, and legislation.
- Experience and passion for advancing Reconciliation with Indigenous peoples.
- Experience in developing resilient partnerships and relationships.
- Extensive experience managing high-profile, sensitive, and complex issues with multiple partners in diverse environments.
- Experience working with senior leadership/ministers when dealing with complex and/or contentious issues.
- Experience collaboratively leading and developing a high-performance diverse team (local and virtual), delivering innovative results.
- Committed to a deeper understanding of Indigenous ways of knowing and being.
- Cultural awareness in establishing strong and trusting relationships.
- Strong leadership skills with the ability to think critically and strategically to find synergies and alignments while being able to collaborate, work harmoniously and cooperatively as a team.
- Ability to navigate politically sensitive or complex issues, strong political acumen.

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

Competencies

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 supports their accomplishment through facilitation and leading change.

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.

In building **Relationships**, this role ensures that the organization's relationships with external partners, Rights Holders, and stakeholders are enriched and supported. This includes building strategic alliances, managing conflicts, negotiating effectively, and effectively communicating ideas, analyses, and proposals to stakeholders.

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

Executive Presence involves knowledge and skills in influencing others and having an observable impact at the executive level, through personal credibility, leadership, confidence, and an understanding of other people's perspectives and interests.

In **Leading People** this role motivates, empowers, and leads employees to accomplish goals and objectives, by promoting empowerment, developing, and

engaging employees, providing opportunities for growth, and managing issues with the 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