



Where ideas work

**Deputy Minister
Ministry of Forests
Various Locations in BC**

The Ministry of Forests manages, protects and conserves the province's forest, range, and archeological resources to achieve economic, environmental, cultural, and social benefits for everyone in British Columbia. The ministry manages access to, and use of, the province's forest and range resources. It leads wildfire response and mitigation, and addresses climate change through resilient forest and range ecosystems, risk reduction for communities and infrastructure and by enhancing the role of forests and forest products as carbon sinks.

The ministry strengthens partnerships, collaboration, and engagement with Indigenous Peoples, local communities, labour and interest holders. The ministry is committed to aligning programs, policies, and legislation with the United Nations Declaration on the Rights of Indigenous Peoples and taking action to expand opportunities for First Nations.

The Deputy Minister is appointed by Order in Council and reports to the Minister and the Deputy Minister to the Premier. The Deputy Minister ensures that all policies are communicated and coordinated, and that matters and sensitive issues requiring strategic direction are expeditiously resolved. They develop policy and planning and implementation of cross ministry initiatives, and act as the major interface between the political and administrative functions of government. They also provide leadership and direction through strategic thinking and results orientation, and the achievement goals and objectives.

The ideal candidate for this role is an experienced, people-focused senior leader or executive who thrives in a large, complex work environment with multiple lines of business. They have a proven record of successfully managing high-profile, sensitive, and complex issues with multiple partners. They bring with them considerable experience leading policy development and program delivery in the public sector. Grounded by their experience in and commitment to advancing reconciliation with Indigenous peoples, this collaborative leader builds strong, lasting, culturally sensitive partnerships.

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 January 12, 2025. Please note the application document must be in .pdf format. Email Executive Recruitment if assistance is needed. Thank you to all who express interest.

**Deputy Minister
Ministry of Forests
All locations in BC**

Salary Range \$285,500 to \$333,100 per annum

Ministry Overview

The Ministry of Forests (the Ministry) is a large province wide organization that has the responsibility to manage, protect and conserve the province's forest, range, and archeological resources to achieve economic, environmental, cultural, and social benefits for all British Columbians.

The Ministry, under the direction of the minister, is tasked with several key purposes and functions as outlined in legislation. These include encouraging the maximum productivity of forest and range resources in British Columbia, managing, protecting, and conserving these resources while considering both immediate and long-term economic and social benefits for the province. The Ministry is also responsible for planning the use of forest and range resources, ensuring activities such as timber and forage production and harvest, livestock grazing, wildlife, water, outdoor recreation and other natural resource values are coordinated and integrated in consultation and cooperation of other government ministries, agencies, and the private sector. Additionally, the Ministry aims to encourage a vigorous, efficient and world competitive timber processing industry and ranching sector in British Columbia, while preserving the government's financial interests in its forest and range resources in a fair and equitable manner.

The Ministry establishes the policy and conditions for access to, and use of, the province's forest and range resources. It leads the province's wildfire response and mitigation, and addresses climate change through managing for resilient forest and range ecosystems, risk reduction for communities and infrastructure and by enhancing the role of forests and forest products as carbon sinks.

The Ministry is continually pursuing ways to strengthen partnerships, collaboration, and engagement with Indigenous Peoples, local communities, labour and stakeholders, and integrate with other government ministries in conducting this work. The Ministry is committed to aligning programs, policies, and legislation with the United Nations Declaration on the Rights of Indigenous Peoples (UN Declaration) and taking action to

expand opportunities for First Nations to participate and collaborate in forest planning, share decision-making, and realizing benefits from forestry and the forest economy.

Position Overview

The Deputy Minister is appointed by Order in Council. The Deputy Minister reports to the Minister and the Deputy Minister to the Premier 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.

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.

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 ensures the alignment of policies reflects the direction of government and addresses changing client 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 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 operations and 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 supports the Minister by:

- Providing strategic advice on policy issues and program decisions, including complete information and supporting analysis.
- Providing options for action, including potential risks and consequences, to ensure an informed decision by the minister and government.

- Representing the Minister in communicating the ministry's business and policy agenda.
- Managing significant and complex issues, along with stakeholder expectations, on behalf of the Minister and the government, through presentation and discussion of factors impacting government decisions and actions.

The Deputy Minister supports the Deputy Minister to the Premier and furthers the strategic corporate agenda by:

- Establishing positive and effective relationships and collaborating with public service leaders as part of the corporate leadership group and membership on the Deputy Ministers' Council.
- Establishing effective relationships with other jurisdictions and organizations to define issues and to serve the government's goals and public interest.
- Developing business plans and strategies which support the corporate agenda over the short and long term.
- Championing and participating in corporate strategic and cross ministry initiatives.

The Deputy Minister leads the organization by:

- Implementing government policies and decisions, leading and directing staff, and ensuring activities are aligned with the government's corporate strategic agenda.
- Ensuring the ministry's structure, systems and processes, enable staff to effectively and efficiently implement programs and services.
- Ensuring the human, fiscal, information and program resources are maximized and effectively managed to meet goals.
- Modeling sound public service values.
- Fostering leadership skills throughout the organization and ensuring that human resource management plans meet future resource needs.

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.

The successful candidate should possess a post secondary degree in a related discipline (or equivalent combination of education and experience) and have significant experience at an executive or senior management level within the natural resource sector.

The successful candidate will be an experienced people-focused senior leader/executive who thrives in a large, complex environment with multiple lines of business, an environment with demanding work challenges, and works effectively in the public sector.

Significant, proven executive or senior leadership experience in:

- Managing high-profile, sensitive, and complex issues with multiple partners including Indigenous representatives in diverse environments.
- Leading a diverse team of professionals (local and virtual) as well as mentoring and developing high-performance teams of highly skilled professionals.
- Presenting and advising senior executive/ministers on complex and/or contentious issues.
- Leading policy development and program delivery in a public sector environment.
- Leading organizational change and implementation in a complex setting.
- Shaping, guiding, and providing inclusive and collaborative leadership on reconciliation initiatives, strategies, and legislation.
- Advancing reconciliation with Indigenous peoples.
- Establishing collaborative relationships with senior leaders across organizations to plan and implement strategies and objectives.
- Co-developing community programs with Indigenous partners.
- Identifying priorities and balancing capacity/timelines in consideration of resource availability and external agendas.
- Working closely with key internal and external stakeholders to influence cooperation, collaboration and build partnerships.

Knowledge, Skills and Abilities

- Proven track record in building and sustaining high performing teams focused on delivering goals and objectives with robust change management and commitment to use of data to inform their work.
- Ability to establish and maintain effective working relationships with colleagues, clients and partners that help the organization achieve its goals and objectives.
- Ability to lead and formulate innovative approaches and strategies when developing business and strategic plans, creating innovative solutions, including the use of technology and emerging best practices in service delivery methodologies.

- Strong problem-solving ability and ability to make critical decisions in a high-profile, political portfolio which requires responding to emergent issues.
- Ability to communicate effectively with a diverse range of audiences.
- Ability to navigate politically sensitive or complex issues, strong political acumen.
- Cultural humility, cultural safety and anti-racism, enabling strong and trusting relationships with Indigenous people.
- Knowledge and understanding of Indigenous partners and ability to navigate and guide Indigenous partnerships and engagement in alignment with the Declaration Act.

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 **Stakeholder Relationships**, this role ensures that the organization's relationships with external partners 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.

ADM's exhibit **Executive Presence** which 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