

Executive Lead Opportunity
Victoria, BC

This is an excellent career opportunity for a passionate leader in a dynamic high profile role

Executive Leads within the BC Public Service are established on a term limited basis to ensure government business objectives are met. They provide an ideal experiential learning opportunity for those individuals interested in becoming future Associate/Assistant Deputy Ministers. Executive Leads exercise extensive authority to make decisions that have significant strategic impacts and outcomes and that are sensitive and highly public in nature. As an Executive Lead you are accountable for the execution of strategies to achieve goals and to manage emerging issues.

This current opportunity is pending a final investment decision regarding Kinder Morgan. Others will be posted in the future as needed. To be considered for an Executive Lead in the Natural Resource Sector, we'd welcome your application.

Executive Lead – Natural Resource Sector

The Natural Resource Sector operates as an integrated approach to the policy and decision-making process across B.C.'s natural resource ministries. These ministries include Aboriginal Relations and Reconciliation, Agriculture, Energy and Mines, Environment, Climate Leadership, Natural Gas, and Forests, Lands and Natural Resource Operations. This integration demonstrates commitment to making natural resource use decisions that support economic prosperity and jobs for British Columbians in a way that is transparent and respects the shared public trust of B.C.'s land and resources.

This role reports directly to a Deputy Minister or an Associate Deputy Minister, sits on the Ministry Executive and will provide the incumbent a valuable experiential learning and career development opportunity in an executive position.

A detailed role description and complete listing of qualifications is below. An equivalent combination of education and experience may be considered.

To express your interest in this opportunity, please submit your cover letter and resume to Executive.Recruitment@gov.bc.ca by March 31, 2017. The appointee will be required to consent to a criminal record check. Thank you to all who express interest.

Executive Lead – Natural Resource Sector

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Natural Resource Sector Overview

The Natural Resource Sector consists of the following ministries: Aboriginal Relations and Reconciliation, Agriculture, Energy and Mines, Environment, Climate Leadership, Natural Gas, and Forests, Lands and Natural Resource Operations.

The Natural Resource Sector operates as an integrated approach to the policy and decision-making process across B.C.'s natural resource ministries. This contributes to a positive investment climate and increased economic activity in B.C. while managing resources sustainably and respecting First Nations' rights and interests. This integration demonstrates commitment to making natural resource use decisions that support economic prosperity and jobs for British Columbians in a way that is transparent and respects the shared public trust of B.C.'s land and resources.

Position Overview

From time to time, term limited Executive Lead roles in the Natural Resource Sector (NRS) will be established to lead and support the delivery of key projects or initiatives that span the sector. These complex projects or initiatives require dedicated leadership. Executive Lead roles may, for instance, be established in response to final investment decisions or approvals or the need to coordinate across the sector on key functions such as permitting, compliance and enforcement etc. where successful implementation is key to ensuring public trust and confidence is maintained and enhanced.

As an Executive Lead, you will work closely with senior leadership, ministries and partners to ensure the delivery of projects/initiatives while exploring opportunities to be innovative.

Executives play a critical role in leading organizations in the execution of government's strategic corporate agenda. As an Executive Lead you will provide key contributions and commit to action the business goals of government and the ministry or ministries in the natural resource sector that you are working with. This position exercises extensive authority to make decisions that have significant strategic impacts and outcomes and that are sensitive and highly public in nature. As an Executive Lead you are accountable for the execution of strategies to achieve goals, and are measured for performance.

The Executive Lead reports directly to a Deputy Minister or Associate Deputy Minister and will be sitting on the Ministry Executive. As such, Executive Lead roles provide an ideal experiential learning opportunity for those considering or being considered for future executive roles in the BC Public Service.

Responsibilities / Accountabilities

As a member of the ministry's executive team, you work collaboratively with other divisions, share responsibility for development, planning and implementation of cross-ministry initiatives, and contribute to achieving the corporate goals of the Ministries and government.

- Create and inspire a shared vision;
- Develop, coordinate and communicate overarching government priorities;
- Generate and lead organizational change;
- Develop legislation, policy, standards, and governance frameworks to support programs
- Ensure the planning, reporting and integration of delivery of programs and services in the best interests of British Columbians.
- Develop innovative strategies that advance the provincial economy, job creation, economic diversity, and revenue;
- Work with provincial and federal agencies and other stakeholders to support successful outcomes in matters related to Aboriginal communities across British Columbia.
- Prepare and deliver briefings for, and provide advice and recommendations to Assistant Deputy Ministers, Deputy Ministers and Ministers.
- Establish and develop partnerships and resilient relationships with other ministries, other levels of government, industry, and community stakeholder groups and First Nations to lead policy and initiatives.

Qualifications

The successful candidate will be a dynamic, creative and self-directed executive who thrives on demanding work challenges and works effectively in a public sector political environment.

This role demands a strong leader with extensive and varied executive management experience in complex multi-stakeholder environments. You bring strengths in leading complex initiatives or programs, operations and/or public policy development with the ability to influence innovative outcomes. You have a background in fiscal management and are recognized for promoting a partnering culture and working effectively with stakeholders on initiatives in dynamic and changing environments. Your reputation for empowering teams and capacity for facilitating change will support your success.

- University degree, preferably at the post-graduate level, in an area of expertise directly related to the natural resource sector. An equivalent combination of education and experience may be considered.
- An exemplary track record of progressive strategic leadership experience and success with senior leadership experience leading and empowering multi-disciplinary teams in program and policy environments.
- A proven track record of collaborative, complex, multi-sector, multi-agency strategic planning and program implementation.

- Direct experience in developing partnerships and maintaining relationships with ministries, other levels of government, industry, and community stakeholder groups.
- Excellent understanding and knowledge of BC's natural resource sector.
- Excellent consultation, relationship-building using sound negotiating skills and influence management skills with a proven track record of establishing long-term, cooperative relationships.
- Strong communication skills, change management, leading and building teams while displaying sound judgement and persuasion skills.
- Project Management Professional designation or be qualified to complete Project Management Professional Designation within 6 months of commencement in position.

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 enhancing of 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.

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 **Leading People**, this role 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.

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