

Ministry of Aboriginal Relations and Reconciliation
Assistant Deputy Minister, Negotiations and Regional Operations

Position Location – any location within the Province will be considered.

The Ministry of Aboriginal Relations and Reconciliation (MARR) represents the Province of British Columbia in its reconciliation efforts with First Nations and Aboriginal peoples. A key component of reconciliation involves building and maintaining partnerships with First Nations communities, all levels of Government, industry, and stakeholders. These partnerships create opportunities to collaborate on building a strong economy and a secure future so that all British Columbians, including First Nations and Aboriginal peoples, are able to benefit from that economy. The vision is that British Columbia is a place where communities are healthy, prosperous, sustainable, and self-determining founded on positive, lasting relationships between Aboriginal people and all British Columbians.

The Assistant Deputy Minister (ADM), Negotiations and Regional Operations provides leadership to the Negotiations and Regional Operations Division and is responsible for meeting the provincial government's objectives related to reconciling with First Nations. The position is accountable for developing a professional, motivated, highly engaged team, as well as building collaborative working relationships with other ministries, stakeholders and First Nations as a key component of this role is working across government with Aboriginal partners, federal and local governments to improve socio-economic outcomes for Aboriginal people in British Columbia.

The successful candidate will have a related university degree (preference given to a Master's Degree) and significant senior progressive executive experience in leading and managing teams in a highly intense working environment as well as experience in representing government and consulting with stakeholders, interest groups, and local governments. Past successes include proven leadership skills with a strong business acumen, project management skills, and results orientation.

The ADM must be committed to cross-government collaboration and dedicated to building trusted, professional and engaged teams. Further, demonstrated knowledge of aboriginal history, culture and jurisprudence, negotiations and the treaty process; experience with multi-party negotiations, preferably in a cross-cultural setting and dispute resolution are key to this role.

A detailed role description and complete listing of qualifications is below.

To express your interest in this opportunity, please submit your cover letter and resume to Executive.Recruitment@gov.bc.ca by October 7th, 2016. The appointee will be required to consent to a criminal record check. Thank you to all who express interest.

Role Profile
Ministry of Aboriginal Relations & Reconciliation

Assistant Deputy Minister, Negotiations and Regional Operations

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Ministry Overview

The Ministry of Aboriginal Relations and Reconciliation (MARR) represents the Province of British Columbia in its reconciliation efforts with First Nations and Aboriginal peoples. A key component of reconciliation involves building and maintaining partnerships with First Nations communities, all levels of Government, industry, and stakeholders. These partnerships create opportunities to collaborate on building a strong economy and a secure future so that all British Columbians, including First Nations and Aboriginal peoples, are able to benefit from that economy. The vision is that British Columbia is a place where communities are healthy, prosperous, sustainable, and self-determining founded on positive, lasting relationships between Aboriginal people and all British Columbians.

The Ministry leads the province's participation in treaty negotiations, interim measures and other agreements with First Nations and the federal government on lands and resources, governance, fiscal relations and capacity-building. It works with other ministries, Aboriginal leaders, government agencies, 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 Ministry leads and gives effect to government's reconciliation objectives with Aboriginal people to strengthen the Aboriginal Communities' internal capacity for long-term socio-economic sustainability by managing cross-government and community-based initiatives aimed to close the socio-economic gap between Aboriginal and non-Aboriginal people. Further the Ministry leads government's efforts in achieving socio-cultural reconciliation with First Nations, Metis and Urban Aboriginal peoples by partnering with First Nations, Metis and urban Aboriginal leaders and communities to develop Aboriginal-led innovations that result in social, cultural and economic benefits.

The Ministry has responsibility for leading strategic intergovernmental initiatives such as the Off Reserve Aboriginal Action Plan, which is aimed to increase/improve employment, education and job skills training opportunities for urban/off-reserve Aboriginal population. Other intergovernmental initiatives include the, Metis Relationship Accord and First Nations social-cultural working groups to close the socio-economic gaps. As well as oversight of Aboriginal business programming and key investment funds that support Aboriginal social, cultural and economic initiatives. Additionally, the Ministry has responsibility for collaborating with First Nations and cross-sector partners in the design and implementation of strategic initiatives related to skills and labour market development, particularly as it relates to the resource sector.

Role Profile Ministry of Aboriginal Relations & Reconciliation

Position

The Assistant Deputy Minister (ADM), Negotiations and Regional Operations provides leadership to the Negotiations and Regional Operations Division and is responsible for meeting the provincial government's objectives related to reconciling with First Nations. The position is accountable for developing a professional, motivated, highly engaged team, as well as building collaborative working relationships with other ministries, stakeholders and First Nations.

The position is also accountable for all aspects of negotiations, including providing instructions to reach agreements; ensuring that treaty agreements, treaty-related measures and other agreements concluded at each negotiating table conform to provincial mandates and policies; monitoring progress at each negotiation table; and providing advice and direction on the allocation of staff and resources in response to provincial priorities.

All major policy and cabinet submissions come through the ADM and she/he must ensure that the highest quality standards are met. This position provides strategic advice on issues management to the Deputy, Associate Deputy and Minister, and is a member of the Executive participating in the formulation of policy, programs and strategic planning for the Ministry.

The position reports to the Associate Deputy Minister and supports all line Ministries and provincial central agencies involved in negotiations of agreements with First Nations, legal matters and financial issues. The position works closely with the federal government, stakeholders, local governments, and First Nation organizations.

Responsibilities and Accountabilities

The Assistant Deputy Minister is responsible and accountable to:

Lead, develop and enable a valued, high functioning, resilient and adaptable workforce. Manage regional and local staff and financial resources, including recruitment and development of personnel, to ensure government, Ministry and Divisional objectives are met.

Develop and maintain effective and collaborative working relationships with line ministries and central agencies to ensure adequate resources are provided to support negotiations and agreements, and to ensure all provincial interests are represented and protected. Create a service-oriented relationship with other ministries and agencies.

Provide strategic direction to professional staff who are responsible for negotiating agreements that reconcile provincial interests with First Nations, Aboriginal and treaty rights.

Ensure provincial negotiations are in accordance with Cabinet approved mandates on general principles, specific issues and financial matters.

Work in collaboration with the ADM, Strategic Partnerships and Initiatives Division to ensure efficient and effective collaboration, enhanced flow of information and increased integration within the ministry to support achievement of Ministry strategic direction and achievement of governments' reconciliation objectives.

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Work across government with Aboriginal partners, federal and local governments to improve socio-economic outcomes for Aboriginal people in British Columbia. Develop government-to-government resource management protocols, cross-government coordination of First Nations consultation and accommodation, treaty implementation and treaty-related measures.

Improve British Columbians' awareness of Aboriginal peoples and cultures. Lead proactive engagement with industry, local government, stakeholders, key partners, and the public on Aboriginal relations, including the need and benefits of reconciliation.

Qualifications

Related university degree (preference given to a Master's Degree) and significant senior progressive executive experience in leading and managing teams in a highly intense working environment; experience in representing government and consulting with stakeholders, interest groups, and local governments.

Experience working with elected officials and ministers when dealing with complex and/or contentious issues, demonstrating an understanding of the political environment.

The incumbent will have proven leadership skills, a strong business acumen, project management skills, and results orientation. The ADM must be committed to cross-government collaboration and dedicated to building trusted, professional and engaged teams.

Has demonstrated knowledge of aboriginal history, culture and jurisprudence, negotiations and the treaty process. Experience with multi-party negotiations, preferably in a cross-cultural setting; dispute resolution; and stakeholder engagement.

A proven record of displaying sound judgment and tact in public forums; excellent problem solving and conflict resolution skills; has formed, developed and led highly effective, professional, motivated, engaged and collaborative teams; outstanding skills in influence and persuasion; ability to exercise diplomacy and discretion in all relationships and interactions.

Ability to create and foster honest and open relationships based on a genuine approach with integrity and transparency.

Possess the presence, stature and ability to build credibility; be creative and innovative; be viewed and respected as a progressive, collaborative trusted leader of absolute integrity.

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

Competencies

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

Role Profile

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In **Leading People**, ADM's 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 **Stakeholder Relationships**, ADM's 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.

ADM's 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.

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