

## CAREER OPPORTUNITY

Vice President of People, Culture and Reconciliation  
Chief Executive Officer's Office  
People, Culture and Reconciliation Division

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Full Time – Permanent  
Victoria, British Columbia  
Targeted Salary Range: \$172,400 to \$185,000 Annually

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### ABOUT US

Situated in the traditional territories of the Lekwungen – Songhees and Xwsepsum (Esquimalt) Nations – the Royal BC Museum and Archives (RBCM) holds a special place in the hearts and minds of British Columbians, Canadians and international visitors alike. RBCM's collections, research and exhibitions enable visitors to understand and experience the stories of British Columbia in ways that enlighten, stimulate and inspire. By exploring British Columbia's complex social and environmental histories and geographies, the RBCM advances new knowledge and understanding of the province and provides a dynamic forum for discussion and reflection. It is committed to acting on the Truth and Reconciliation Commission (TRC) Calls to Action, the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and British Columbia's corresponding legislation, the Declaration on the Rights of Indigenous Peoples Act (DRIPA). Furthermore, RBCM continues to work towards decolonizing its policies and is committed to repatriating Indigenous belongings through its province-wide partnerships and relationships with Indigenous communities.

### POSITION OVERVIEW

A unique opportunity exists to help reimagine and renew an iconic organization and play a pivotal role in helping lead the Museum through significant cultural and operational change, particularly pertaining to reconciliation and repatriation initiatives. As a key member of the Executive Committee, and reporting to the Chief Executive Officer, the Vice President of People, Culture and Reconciliation (VP) provides executive leadership to People, Culture and Workplace Strategies; Reconciliation and Indigenous Relations; and EDIA. The VP contributes to and supports the Museum's strategic plan, annual priorities and institutional initiatives such as DRIPA implementation and diversity advancement, overlaying a lens of reconciliation and decolonization on these activities. The VP leads the commitment to the organizational EDIA framework and contributes to a positive organizational culture based on mutual respect, a spirit of collegiality, cooperation and openness to many perspectives.

### QUALIFICATIONS

As the ideal candidate, you are a purpose-driven professional with an entrepreneurial approach and a community-focused spirit. You bring strong knowledge of Indigenous Peoples, cultures, and protocols locally, provincially, and nationally, and have experience working closely with Indigenous communities and organizations provincially and/or nationally. You have lived experience of Indigenous worldviews, cultures and values, with superior understanding of diverse Indigenous knowledge systems. You have an

ability to promote and build collaborative partnerships across a wide range of groups and individuals, and you bring an approach that includes compassion and empathy. Ideally, your ability to walk in two worlds comes from your leadership experience in a government-funded environment where you have positively impacted the culture of the organization.

We welcome all candidates who contribute to the diversity of lived experiences, perspectives, and approaches including those who are Indigenous, Black or racialized, people with diverse gender identities or expressions, people with disabilities or those with lived experience with diversity and inclusion, which could be through your own identity and/or personal experiences.

For this position, First Nations, Inuit, or Métis ancestry is regarded as directly relevant to the skills and knowledge required for excellence in the position, and as such, candidates with Indigenous ancestry will be given preference. In responding to the impacts of colonization on Indigenous people, we encourage applications from those who wish to self-identify. One of RBCM's guiding principles is to operate in a trauma-informed manner and thus, it is your choice whether to volunteer self-identifying information. We will hold your information and application in strictest confidence, sharing it only with the hiring panel.

If this is the next step in your professional career, please visit Executive Opportunities on the PFM Executive Search at [www.pfmsearch.com](http://www.pfmsearch.com) and submit your application to **Allison Rzen** and **Shelina Esmail**.

**Before you apply for this position, you must meet the eligibility requirements. To be eligible to work in Canada, you must be a Canadian citizen or permanent resident of Canada or authorized in writing to work in Canada under the federal Immigration Act. Eligibility to work in Canada is granted through citizenship, permanent resident status, or a work permit.**

### **Additional Information:**

This position requires a Criminal Records Check under the BC Public Service Screening Policy and the Criminal Records Review Act. All applicants must be legally entitled to work in Canada (i.e., have Canadian citizenship or permanent resident status).

The Indigenous Applicant Advisory Service is available to applicants that self-identify as Indigenous (First Nations, status or non-status, Métis, or Inuit) person seeking work or already employed in the BC Public Service. For guidance on applying and/or preparing for an interview, please contact [IndigenousApplicants@gov.bc.ca](mailto:IndigenousApplicants@gov.bc.ca) or call #778-405-3452.

The Royal BC Museum, Archives and IMAX Victoria celebrate culture and history, sharing the stories of British Columbia in ways that enlighten, stimulate and inspire. Through research and learning, we strive to broaden understanding of our province and inspire curiosity and wonder. Located in Victoria on the traditional territory of the  $\text{lək}^w\text{əŋən}$  (Lekwungen), known today as the Songhees and Xwsepsum (Esquimalt) Nations, we are proud to welcome 800,000 visitors annually.

We are committed to creating a diverse workplace where everyone is celebrated.

As an inclusive and accessible employer, please advise People and Development of any accommodations required to assist you to ensure equitable participation in this hiring process.