



DISTRICT OF SAANICH  
CORPORATE SERVICES

**INDIGENOUS RELATIONS AND  
RECONCILIATION MANAGER  
Permanent Full-Time**

**The annual salary range for this exempt position is \$128,320 - \$150,995  
and offers an excellent benefits package**

Are you passionate about Indigenous Relations and Reconciliation? Do you love engagement and have a knack for facilitating respectful and collaborative solutions to sensitive issues? Do you have experience creating reconciliation frameworks and plans? Come work with us at the District of Saanich in the new role of Indigenous Relations and Reconciliation Manager.

Saanich is committed to its continued progress toward reconciliation with Indigenous Peoples and communities. The Indigenous Relations and Reconciliation Manager will develop an Indigenous relations framework to guide the District's government-to-government work and will lead the development of a reconciliation plan that will continue to position and promote Saanich as a district committed to continued progress towards reconciliation with Indigenous Peoples and communities. Further, the Manager will lead change while influencing organizational culture across the programs and services offered by the District of Saanich. The Manager will co-lead/lead cross organizational staff committees and relevant council committees and work directly and collaboratively with managers across the organization providing strategic vision, leadership and guidance to District's Departments, staff and other stakeholders in relation to advancing priority policies, projects and programs. This role will act as a subject matter expert providing strategic advice to the leadership team and council and manages the District's overall approach to Indigenous government relations and in consideration of the urban indigenous population on matters relating to Indigenous relations, reconciliation and engagement. The Manager will build and maintain collaborative and supportive relationships in a multi-partner environment and adeptly respond to and resolve complex issues that may arise. They maintain a high degree of political astuteness and organizational sensitivity, and a commitment to public service.

Requirements include an Undergraduate degree in First Nations studies, Political Science, Anthropology, Sociology, Communications, law or other relevant degree and additional education or certification related to Indigenous Relations and Reconciliation complimented by 7 years of progressively more complex recent (within the past 10 years) experience including:

- working with Indigenous communities or governments, having an understanding of their culture, traditions, communities, and organizations;
- leading organizational change initiatives within an organization;
- leading cross departmental teams of staff working alongside other public sector organizations and external parties;
- building and maintaining effective and resilient working relationships with internal and external contacts, including Indigenous leaders, under circumstances that may be political and sensitive;
- leading the development of reconciliation strategies, plans, programs and/or frameworks.

An equivalent combination of education and experience may be considered.

The District of Saanich is the largest municipality on Vancouver Island blending rural and urban services and amenities for a diverse population of over 114,000. The District's goals related to community well-being, affordable housing, land use and infrastructure management, organizational excellence, economic diversification, climate action and environmental leadership support its mission of enhancing the quality of life for residents, visitors and future generations.

**Please apply by 11:45 p.m. on December 15, 2024 via our careers page quoting competition 24321.** As a component of the selection process, an assignment may be issued. **The complete Job Description and competition information** can be found at [www.saanich.ca](http://www.saanich.ca).

**The District of Saanich is recognized as one of BC's Top Employers for 2024.** As an equitable and inclusive employer, we value diversity of people to best represent the community we serve and provide excellent services to our citizens. We strive to attract and retain passionate and talented individuals of all backgrounds, demographics, and life experiences. If you require any adjustments to enable participation at any stage of the recruitment process, please contact in confidence [accessibilityHR@saanich.ca](mailto:accessibilityHR@saanich.ca). **We thank all applicants for applying. Only those under consideration will be contacted.**