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Position Title: Senior Policy Analyst (Indigenous Relations) (3 positions)

Position Status: Full-Time Regular

Department: Legal Services & Indigenous Relations

Employee Group: Teamsters Local 31

Location: 4515 Central Boulevard, Burnaby

Salary Range/ Wage Rate: PG T28 \$3,893.25 - \$4,600.13 bi-weekly

Our Legal Services and Indigenous Relations Department is seeking a Senior Policy Analyst (3 positions) who will provide strategic and policy advice and recommendations related to Indigenous Relations and First Nations matters in accordance with direction provided by Metro Vancouver management, standing committee(s), and Board of Directors. The Senior Policy Analyst will work within a passionate and dedicated team helping Metro Vancouver tackle all the evolving complexities its work entails as related to Indigenous issues. The Senior Policy Analyst will be involved in a broad array of project support and relationship-building work. This will include advising on project-specific engagement with First Nations, developing guidance and policy materials, and working to build Metro Vancouver's relationships with First Nations.

You are: Someone with experience and understanding of Indigenous culture, worldviews, priorities, and complexities. You are a self-motivated professional and a great team player, eager to support others. You are full of ideas, but also curious and always willing to learn and adjust according to new circumstances or information. You are a good listener, and able to give advice diplomatically, including in cross-cultural contexts. You can see many sides of an issue and enjoy solving problems with no obvious answers. You are committed to promoting reconciliation, as well as to ensuring that Metro Vancouver continues providing the essential services needed by the region while addressing First Nations rights and interests.

This role:

- Develops and makes recommendations on strategies and policy proposals related to the work; presents and defends policy research, analysis and proposals to senior management.
- Researches, assembles, analyzes and interprets data related to various issues; prepares reports and briefings for review by a superior.
- Performs reviews and analyses of the technical merits of proposed systems and practices and recommends changes or revisions.

- Drafts revisions to bylaws; reviews effectiveness of existing regulatory code of practice for assigned areas; prepares reports on findings and makes recommendations for consideration by senior staff.
- Establishes and maintains effective working relationships with staff, consultants, commercial enterprises and associations, municipal and other levels of government and non-governmental organizations; participates in or chairs committees, task forces and working groups involving the general public or other stakeholders; makes presentations to various internal and external groups; provides technical advice to a superior and/or political committees; provides technical assistance, direction and information to various stakeholders and staff.
- Keeps abreast of developments on relevant issues in other jurisdictions; undertakes or directs major research studies and projects.
- Coordinates the work of consultants engaged in technical and research projects; monitors consulting services and ensures compliance with specifications and addresses related problems; may supervise technical staff in the absence of a superior.
- Performs related work as required.

To be successful, you have:

- University graduation with a degree in statistics, economics, environmental science, resource management, business administration, anthropology, political science, or Indigenous studies, or related discipline supplemented by related technical courses plus considerable related experience OR a Masters degree in a related discipline plus sound related experience OR an equivalent combination of training and experience.
- Thorough knowledge of provincial, regional and corporate programs, policies and best practices related to relevant issues.
- Considerable knowledge of the principles, practices, methods and techniques of researching, evaluating and analyzing data related to issues under review.
- Considerable knowledge of sources of data and current literature, trends and developments in fields related to the work.
- Considerable knowledge of by-laws and legislation related to relevant issues and of applicable departmental objectives, rules and regulations.
- Considerable knowledge of the methods, principles and practices of operating computer and peripheral equipment and software applications related to the work.
- Ability to collect, analyze and interpret statistical, technical and narrative data and to prepare clear and concise studies, reports and correspondence.
- Ability to interpret and apply departmental regulations, to formulate strategies and prepare recommendations regarding policy alternatives on relevant matters.
- Ability to communicate effectively orally and in writing and to make presentations.
- Ability to establish and maintain effective working relationships with a variety of internal and external contacts.

- Ability to direct and/or coordinate the work of consultants engaged in technical and research projects.
- Driver's Licence for the Province of British Columbia.

Our Vision:

Metro Vancouver embraces collaboration and innovation in providing sustainable regional services that contribute to a livable and resilient region and a healthy natural environment for current and future generations.

Metro Vancouver employees proudly serve the region and demonstrate the behaviours and attributes of six leadership competencies: Accountability, Adaptability, Building and Nurturing Relationships, Communication, Continuous Learning, and Strategic Thinking and Action.

At Metro Vancouver, we are committed to cultivating a diverse, safe, equitable, and inclusive work environment for all. We strive to attract and retain a talented, diverse workforce that is reflective of the region we serve. If an accommodation is required during the recruitment and selection process, please contact careers@metrovancover.org for support. Learn more about our commitments to diversity, equity, and inclusion [here](#).

Please follow this link <https://metrovancover.org/about-us/careers> to our Careers page where you can submit your application by April 24, 2026.