



**BC Aboriginal
Child Care Society**

102 — 100 Park Royal South
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JOB POSTING REGIONAL COMMUNITY CAPACITY DEVELOPERS

Location: North Eastern and Central BC, Interior, and Coastal Vancouver Island, Fraser Region
Position Title: Regional Community Capacity Developer
Job Type: Term Contract Position – 3 full time and 2 half-time
Annual Salary Range: \$54,600/annum (plus benefits)

Purpose of the Positions

Working with BC First Nations, within designated regions, the RCCD is responsible for:

1. Assessing regional capacity, and community assets and resources as they relate to the provision of early learning, child development and child care (EL/CD/CC) services and supports;
2. Increasing awareness of existing EL/CD/CC, local culturally appropriate, programs, supports and services;
3. Working with communities and partners to identify, enhance, expand, and support innovation and collaboration within existing community processes or resources;
4. Providing leadership and support in implementing community capacity development strategies through the provision of tools, coaching, and guidance;
5. Reporting on data obtained as a means of addressing service gaps while enhancing long-term capacity development.

Overall, the RCCD (s) will:

- Focus on age 0 – 6 First Nations children and their families on Reserve
- Support increased participation in programs/services/supports
- Build on existing programs/services/supports
- Work with communities and organizations to leverage existing resources, including funding available through the Child Care BC Plan
- Maintain project records and share information about emerging trends, needs or barriers

Scope

BCACCS is hiring four RCCDs located in one of the following regions:

1. North Eastern & Central BC (1.5 positions)
2. Interior BC (1 position)
3. Coastal/Vancouver Island/Fraser Region of BC (1.5 positions)

Working remotely and independently in region, from his/her home office, the RCCD is responsible for monitoring and implementing identified outcomes as outlined in the First Nations Community Capacity Development Early Learning and Child Care Plan. The RCCDs work closely with BCACCS and the Provincial Capacity Developer. Using a team-based approach, the RCCD (s) may also be required to work directly with BCACCS employees, advisors and other partners.

Accountabilities

- In coordination with community leaders, identify community resources and establish ongoing collaborative relationships and partnerships to support improvements in service delivery or access;
- Use the emerging BCACCS Action Plan and Strategy as a tool and guide in meeting identified project goals;
- Liaise with community stakeholders and regional MCFD staff to increase knowledge and understanding of community EL/CD/CC needs;
- Work in collaboration with regional MCFD services staff to offer opportunities for parents and family members to be involved and engaged in program development;
- Collaborate with community organizations to remain current on trends, resources, and policies affecting children and families to meet identified needs;
- Review, record, and report on project progress, including identifying follow-up actions required;
- Attend and participate in BCACCS management meetings as scheduled. Participate in sub-committee meetings as required;
- Monitor spending within budget and communicate any issues to Provincial Developer;
- Participate in assessment to evaluate the program's progress towards meeting goals;
- Follow BCACCS established Standards of Conduct; and
- All other duties as assigned.

Preferred Qualifications

The preferred candidate is self-directed and able to work with minimum supervision with solid experience with: analyzing data, planning, problem solving, communications (oral, written and presentation) and have community engagement/development experience. S/he will understand how to work in a culturally safe way and will have familiarity and/or program experience in Aboriginal Head Start On-Reserve, Supported Child Development and child care, including policy, legislation and procedures. The candidate must have own vehicle and be able to travel to remote, rural and isolated locations.

Other qualifications include:

- Bachelor's degree (Child & Youth Care OR ECE Diploma in a related field (preferred));
- At least three (3) years' experience in a management or program development role in EL/CD/CC or human services;
- Three (3) years direct experience working with First Nations/Indigenous populations;
- Professional experience related to child development, early childhood education, inclusion, and early intervention;
- Excellent interpersonal skills, experience in developing and nurturing collaborative relationships;
- Exceptional (English) oral and written communication skills;
- Strong time-management, multi-tasking skills, and problem-solving skills;
- Ability to work independently without intense supervision;
- Ability to travel and work varied hours to accommodate the needs of the program;
- Strong computer skills to plan, record, report and monitor (intermediate level outlook, excel, word);
- Must have home office, valid driver's license, and vehicle.

Behavioural Competencies

- **Cultural Agility** is the ability to work respectfully, knowledgeably and effectively with Indigenous peoples. It is noticing and readily adapting to cultural uniqueness in order to create a sense of safety for all.
- **Building a Trusting Relationship** is working to build or maintain ethical relationships or networks or contacts with people who are, or may be, potentially helpful in achieving work-related goals and establishing advantages.
- **Analytical Thinking** is the ability to comprehend a situation by breaking it down into its components and identifying key or underlying complex issues.
- **Expertise** includes the motivation to expand and use technical knowledge or to distribute work-related information to others.
- **Information Seeking** is driven by a desire to know more about things, people, or issues going beyond the questions that are routine or required in the job.
- **Flexibility** is the ability and willingness to adapt to and work effectively within a variety of diverse situations, and with diverse individuals or groups.

Job Type: Three full-time/35 hours per week/home office, plus two part-time/17.5 hours per week/home office

Salary range: \$54,600/annum plus all travel and other related expenses are covered; benefit package included.

How to apply: Please submit a resume and cover letter explaining how you meet requirements, including specific examples encountered in your work or educational experiences as it relates to this position. This may be sent to reception@acc-society.bc.ca citing "Application for Regional Developer". All applications must include cover letter and resume.

Start date: as soon as possible

We thank all those who apply. Only those candidates selected for an interview will be contacted.