



Vice President of People, Culture & Reconciliation

ROYAL BC MUSEUM

Victoria, BC

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.

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.

The targeted salary range for this position is \$172,400 to \$185,000 annually supplemented by a competitive benefits package including a significant pension.

If this is the next step in your professional career, please visit our website and submit your application to **Allison Rzen** and **Shelina Esmail** at www.pfmsearch.com.

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.



PFM Executive Search

Tel 604.689.9970 | Toll-Free 1.800.864.9970

Suite 510-999 West Hastings Street

Vancouver, BC V6C 2W2

www.pfmsearch.com