

Title:	Indigenous Practice Advisor
Classification:	Part time OR Full Time OR Contract
Terms:	Temporary Leave Coverage, March 2025 – June 2026
Wage:	\$38.00 per hour
Reports to:	Director of Operations

POSITION SUMMARY & PURPOSE

The **Indigenous Practice Advisor** plays a vital role in supporting the Family Support Institute of BC (FSI) in advancing Indigenous relations and promoting cultural safety within the organization. This position leads initiatives aimed at fostering inclusive practices that recognize and address the intersectionality of Indigeneity and disability, enhancing the lives of Indigenous individuals with disabilities and their families.

As a province-wide leader, the Indigenous Practice Advisor collaborates with the FSI team to develop innovative approaches for strengthening relationships with First Nations, Métis, and Inuit partners, as well as Indigenous agencies, individuals, and communities. The role emphasizes the unique experiences and needs of Indigenous individuals living with disabilities, both within and beyond First Nations communities, including urban and rural areas.

Key responsibilities include:

- Providing culturally informed practice consultation and planning guidance to FSI staff, board members, and Resource Parents/Peers (RPs), with a specific focus on the intersection of Indigeneity and disability.
- Coordinating local, regional, and provincial training initiatives that integrate cultural safety and disability awareness.
- Developing and delivering expert online and in-person training and support sessions.
- Participating in cross-ministry policy development, advisory roles, and community-based forums to advance systemic change.
- Guide the ongoing implementation of FSI's commitments to Truth and Reconciliation, Anti-Racism and cultural safety, with a focus on disability inclusion.

This dynamic position requires agility, enabling the Indigenous Practice Advisor to move seamlessly between providing support as requested by families, and supporting FSI projects. They will identify local challenges and translate them into opportunities for systemic change while working collaboratively with staff and executive leadership.

The Indigenous Practice Advisor must have a comprehensive understanding of BC Indigenous issues, including the history and lasting impact of residential schools, the intersections of disability and culture, and actionable steps to fulfill FSI's Truth and Reconciliation and Anti-Racism commitments.

RESPONSIBILITIES

Relationship Building and Collaboration

- Establish and sustain effective working relationships with Indigenous Peoples, organizations, and authorities in BC.
- Act as a liaison between Indigenous individuals and staff to foster cultural safety and mediate culturally-based misunderstandings.
- Collaborate with the FSI team to ensure culturally safe policies, practices, and communication materials.
- Regularly seek input and guidance from FSI's Indigenous Advisory Circle (IAC).

Strategic Leadership

- Identify and implement strategies to meet the needs of Indigenous Peoples seeking FSI support, aligning efforts with the organization's Strategic Plan and Cultural Safety Plan.
- Chair the Indigenous Advisory Committee and coordinate its bi-monthly online and bi-annual in-person meetings.

Training and Capacity Building

- Provide Indigenous cultural competence training for FSI staff, management, RP's and the Board.
- Mentor Resource Parents (RPs) in connecting with and supporting Indigenous families.

Advocacy and Policy Engagement

- Participate in cross-ministry policy development and community-based forums to advance systemic change.
- Monitor provincial, national, and international Indigenous-related matters (e.g., UNDRIP, DRIPPA action plans) and provide relevant guidance to the organization.

Community Engagement and Support

- Support Indigenous communities with information and resources for planning.
- Design and implement strategies to enhance awareness of FSI services among Indigenous Peoples and stakeholders.

Additional Duties

- Perform related tasks as required, ensuring alignment with FSI's mission and commitments.

REQUIRED QUALIFICATIONS

Education, Training and Experience

- Minimum five years' experience working with Indigenous Peoples in the community.
- An understanding of the various jurisdictions is critical.

- Demonstrated understanding and knowledge of the disability sector, including but not limited to, services and supports for children, youth and adults with a disability and their families, funding sources, provincial and local initiatives

KNOWLEDGE

- Demonstrated understanding of and commitment to FSI's vision, mission, and beliefs
- Well-developed understanding of issues impacting quality of life of BC's Indigenous Peoples
- Knowledgeable about FSI's vision, mission and mandate, and the array of supports and services provided in B.C.
- Familiar with the structure & operation of developmental disability supports and services in B.C.
- Familiar with community serving organizations that play a role in supporting all citizens, including those of Indigenous heritage
- Understand different learning styles and corresponding communication strategies
- Familiar with the elements of aboriginal protocols, including circles, elder participation, etc.
- Understand program and policy development and the implementation of them in practice for families in BC, particularly those of Indigenous heritage
- Understand trauma informed practice

SKILLS and ABILITIES

- Leadership and project management
- Ability to lead service, projects, or program delivery activities
- Ability to lead transformation projects; change management
- Ability to conduct policy gap analysis or analysis of needs
- Ability to represent the organization to regional, or provincial stakeholders on high level strategic initiatives
- Excellent interpersonal skills including the ability to speak in public forums
- Team player who can collaborate with community and agency colleagues
- Critical thinking / issue analysis
- Ability to write clearly
- Organizational skills
- Able to effectively conduct meetings
- Community and organizational development
- Problem solving, negotiation, conflict resolution, facilitation and research
- Program and policy development
- Able to communicate effectively with diverse community partners
- Computer literacy / word processing skills

WORKING CONDITIONS

- This position must be flexible in terms of daily/weekly work hours (extended or varying), with tasks often being of a time-sensitive nature. Travel required throughout B.C.
- Possession of a valid class 5 B.C. Driver's license and clean drivers abstract.
- Applicant subject to a criminal record review.
- Preference may be given to candidates who self-identify as Indigenous with the required combination of education and experience

*Please note this position is for leave coverage and is therefore restricted to the term stated above.

ACKNOWLEDGEMENTS

I have read and understand the contents of this Job Profile.

Employee's Name

Signature

Date

Executive Director

Signature

Date

This position description outlines the key responsibilities for the role and is not meant to be exhaustive. The activities, responsibilities and obligations of this position may be modified from time to time, through discussion between the supervisor and the team member to effectively meet the requirements of Family Support Institute of BC.

The Family Support Institute of British Columbia is strongly committed to cultural safety, equity, diversity, anti-racism, and to being a welcoming and inclusive workplace. We encourage individuals from all backgrounds to apply and join us in our mission to create a more inclusive and empowering future for all.

SEND A COVER LETTER AND RESUME TO:

[Angela Clancy, Executive Director](#)

[Patti Mertz, Director of Operations](#)