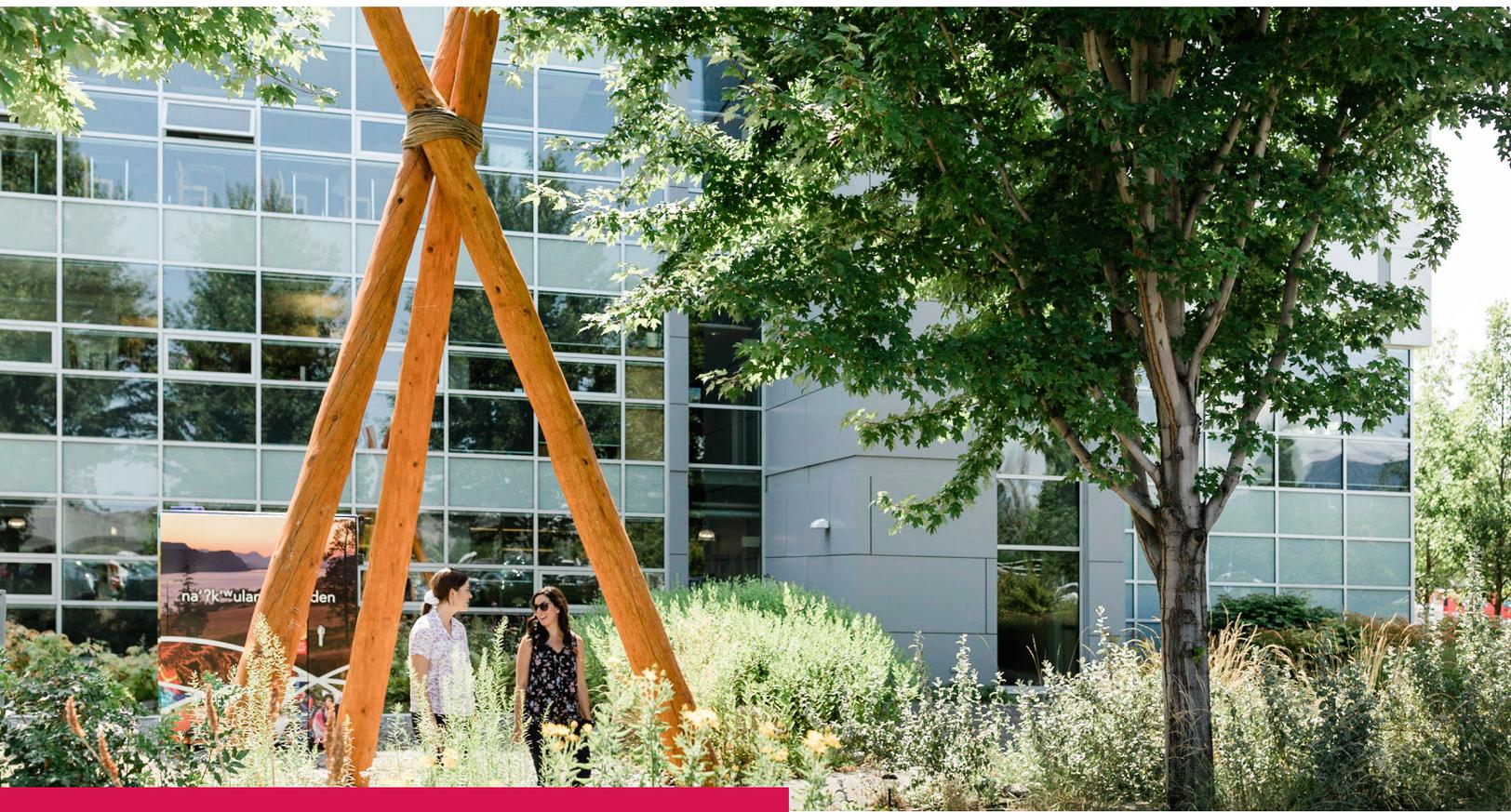


Opportunity profile



Indigenization Advisor





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About Okanagan College

Our mission statement says we transform lives and communities. That simple statement reflects our support of students and connects us to the communities we serve.

FACTS

15,900+
STUDENTS ATTEND
OC EACH YEAR

1,000+
EMPLOYEES

7,988
FULL-TIME
EQUIVALENT
STUDENTS

1,515
INDIGENOUS
STUDENTS

Our institution

With a history dating back to 1963, Okanagan College has been embedded in the social, cultural and economic fabric of the region for over a half-century. The institution provides post-secondary education and training to the Okanagan, Shuswap and Similkameen regions and has a strong reputation for excellence in learning and teaching through its wide range of academic, career, continuing education, developmental, trades and vocational programs.

The College's catchment area extends from Osoyoos and Princeton in the south and west to Mica Creek and Revelstoke in the north, covering an area of 37,750 km² and serving a population of nearly 400,000 people. Each year, approximately 16,000 individual students attend Okanagan College in programs spanning an array of areas such as Arts, Science, Business Administration, Computer Information Systems, Health and Social Development, Adult Upgrading and in niche areas such as Viticulture, Animation and Sustainable Construction Management Technology. Also offering vocational training, Okanagan College is the second largest trades training institution in B.C.

The latest chapter in Okanagan College's history began in 2005, when Okanagan University College evolved into two separate institutions: Okanagan College and UBC Okanagan. Okanagan College has since grown significantly, with rapid expansion in almost all program areas.

Known for its easily identifiable red logo, the College's brand has taken a firm hold in the business and social fabric of the region. Many have attributed this to the College's focus on partnerships and outreach, while meeting student, community and employer needs. With an annual operating budget of over \$125 million and more than 1,000 employees, OC is a significant contributor to the regional economy.





Indigenous OC

Okanagan College respectfully acknowledges that our Penticton, Kelowna and Vernon campuses are located on the traditional and unceded territory of the Syilx Okanagan people, our Salmon Arm campus is located on the traditional and unceded territory of the Secwepemc, and our Revelstoke centre is located on the traditional and unceded territories of the Ktunaxa, Secwepemc, Sinixt and Syilx Okanagan peoples.

Our Commitment to Reconciliation

Okanagan College recognizes that as an institution, we are part of the educational and social fabric of the region, and that we have both the opportunity and responsibility to support and empower OC learners and employees to be positive agents of dialogue, knowledge sharing and change.

Our mission is to transform lives and communities. It is the people of Okanagan College who bring this mission to life, and who have the ability and the agency to do so for the betterment of our world. We recognize that this mission cannot be fully achieved without strong commitment to – and action toward – reconciliation.

Okanagan College is committed to full engagement in the Calls to Action of the Truth and Reconciliation Commission. OC strives to be a place where all students, staff, faculty and visitors can learn from the deep knowledge and traditions of Indigenous communities and from the adverse effects of colonialism. And from this knowledge, contribute ideas and perspectives to guide our collective effort and action to decolonize our society and work toward reconciliation.

We recognize that communication, knowledge, understanding, awareness and action all play a role in reconciliation and lead us to a more inclusive, equitable and just society. We also recognize that the ongoing systemic racism experienced by Indigenous people of Canada continues in innumerable ways.

As many Indigenous and non-Indigenous people across the country and the world have pointed out, the Residential School System in Canada is not history. It is not a relic of the past. The legacy of the system continues in the lived experience of pain and suffering still felt, and that will be felt, by the survivors, their families and all those impacted by it, for generations into the future. We acknowledge the trauma that exists and persists, and commit to listening, learning and acting in ways that support Indigenous members of our community in the process of healing.



“I feel working for OC is a privilege. It is a professional environment that acknowledges, appreciates and respects the contributions of their instructors. OC offers a satisfying workplace that provides support and opportunities for professional growth.”

– Jody Stone, HCAP Instructor

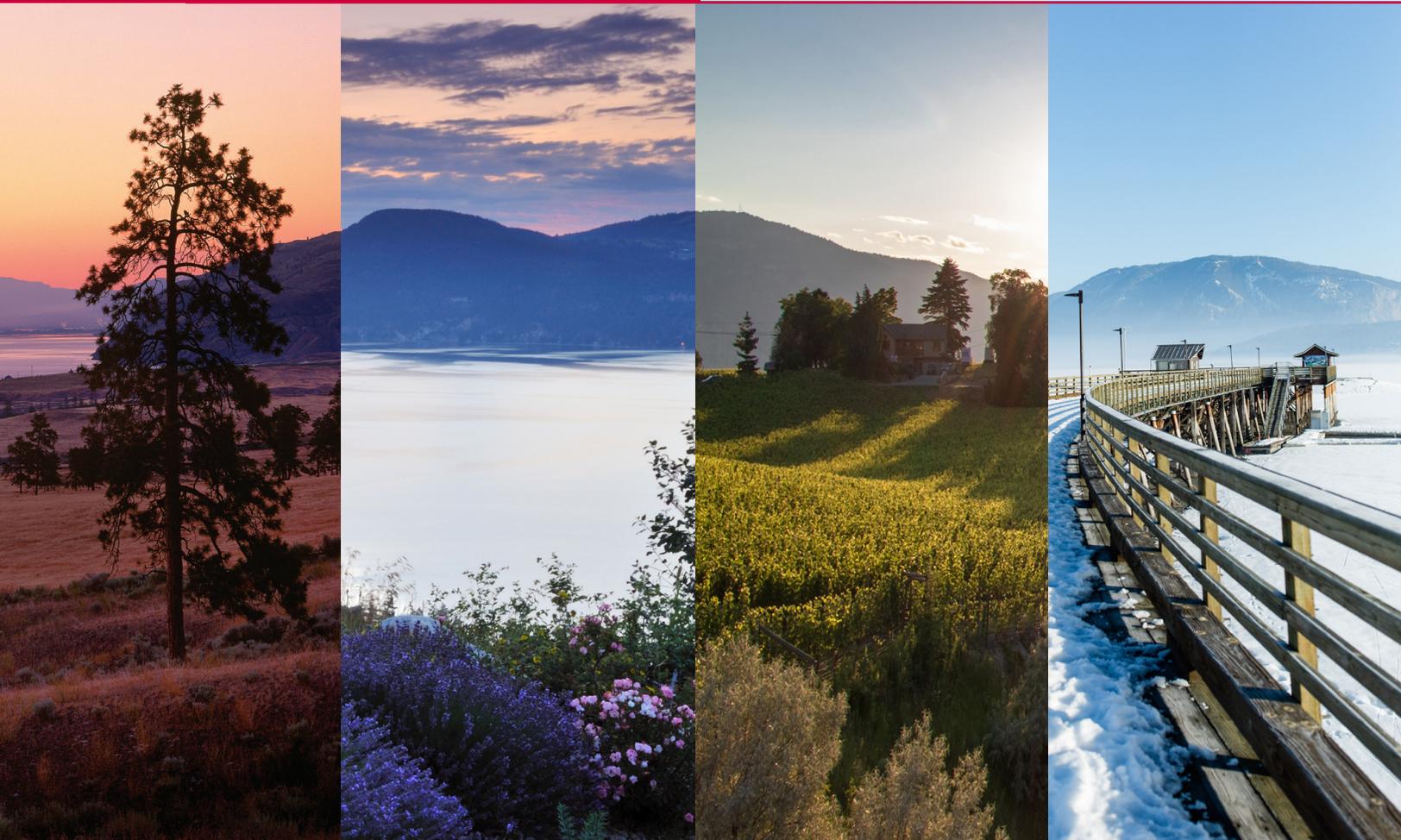


Our supportive learning environment

Okanagan College offers a comprehensive range of support services for students, from mental health and well-being activities, counselling and recreation programs to academic assistance through Student Success Centres. The College is dedicated to providing culturally relevant support to Indigenous students as they journey toward their personal, educational and career goals. Thoughtful Indigenous spaces can be found on each of OC's four campuses, including Aboriginal Student Centres, the gathering place in Salmon Arm, and three Indigenous outdoor gardens: na'ʔk'wulamən garden in Kelowna, K'nmałka? Sənqâłtən garden in Vernon, and a new Indigenous garden in Penticton.

This network of support extends to our employees as well. For instance, you won't want to miss when the Okanagan College community comes together each year for Connnections, a conference for employees across all campuses to gather, share ideas and information and strengthen bonds across the institution.





The region

WE LIVE WHERE OTHERS COME FOR VACATION

The region is rich in Indigenous culture, sun-soaked valleys surrounded by sweeping grasslands, and connected throughout by water.

The fruit and wine producing Okanagan Valley stretches 200 km south from the Shuswap Lake region to the US border. Okanagan Lake at 135 km anchors the region with an abundance of recreational opportunities. Wineries, beaches, golf, and winter sports complement the urban energy and cultural amenities of Kelowna, the vibrant economic hub of the valley and home to Okanagan College's Health and Social Development Dean's Office.

The South Okanagan is renowned for having the warmest weather conditions in all of Canada. With over 2,100 hours of annual sunshine, the climate is comfortable all year round. The landscape is as varied as the tallest peak in the Canadian Rockies to the semi-arid climate of the Okanagan desert.



The opportunity

Indigenization Advisor

Position summary

As part of its mission, Okanagan College pledges to weave Indigenous world views into all aspects of college life as part of its journey toward reconciliation. The Indigenization Advisor will support the College, and in particular the President, to embed Indigenous ways of knowing and being into the framework of the College. Expected to provide advice and guidance to the President and the Executive to ensure the College is meeting its relevant obligations and commitments in this area the successful candidate will work with internal and external advisers to evaluate, organize and set goals and activities toward Indigenous OC. It will be essential for the Advisor to actively engage internal and external communities in the work they do including facilitating and enhancing connections with communities and other Okanagan College employees.

Who we are seeking

The successful candidate will be key to ensuring Okanagan College fulfills its responsibility to weave Indigenous world views into all aspects of college life. The Advisor will have a knowledge of Indigenous peoples and their histories to ensure the delivery of appropriate programs and services in support of Indigenous students and to support the College in embedding Indigenous ways of knowing and being. Knowledge of the Syilx Okanagan, Secwepemc, Ktunaxa, and the Sinixt peoples will help promote the Advisor's success. It will be essential for the individual to establish and maintain strong relationships across many different stakeholder groups in order to support engagement with the Indigenous communities and Indigenous students.

Functions and duties

1. Summarize Okanagan College's current state, current goals and progress to date in relation to Indigenous ways.
2. Assess the alignment of Okanagan College Indigenous goals to the Calls to Action in Truth and Reconciliation Commission and the United Nations Declaration on the Rights of Indigenous Peoples.
3. Work with internal and external communities to develop action plans for institutional goals.
4. Organize and facilitate consultation sessions with internal and external participants.
5. Act as Chair of the College Indigenous Community Engagement Team as well as the Indigenous and Non-Indigenous Ally Assembly.
6. Support the President in enabling the President's Indigenous Advisory Circle.
7. Prioritize and develop a timeline for the institutions Indigenous goals to help focus the College's attention and resources.
8. Act as liaison to the Aboriginal Services department, Indigenous Studies faculty and other OC units as appropriate to support ways of knowing and being into the framework of the College.
9. Provide input and recommendations on strategies, initiatives and activities to support the College's process to embed Indigenous ways of knowing and being into the framework of the College.
10. Develop project plans from problem definition through design, implementation and post-implementation review utilizing best practices with respect to project management standards including status reporting.
11. Develop budget proposals to operationalize Indigenous activities.
12. Align activities within each project to ensure deliverable and expectations can be met in terms of deadlines, budget, human capital and other resource requirements.
13. Work with Aboriginal Services to facilitate and enhance connections between Okanagan College and the Indigenous communities within the region.

14. Participate in College-wide committees, events and projects related to Indigenization.
15. Act as an impartial, independent contact for Indigenous students and staff to provide a safe place for students and staff to raise concerns and opportunities about equity for Indigenous people within the College.
16. Attend Executive team meetings as required to advise on planning and decision-making activities related to Indigenization. Provide input into the development of short and medium range plans, and budget development for operating requirements related to Indigenization.
17. Support the development of College policies, procedures and services to support Indigenization

Knowledge, skills and abilities

- Demonstrated specialized understanding and respect for Indigenous ways of knowing and being
- Demonstrated knowledge and understanding of Canadian Indigenous people's histories, cultures and experiences
- Ability to be flexible and responsive to the internal and external community and the progress made by the College on its journey toward reconciliation.
- Strong research skills using online and traditional sources of information
- Ability to plan and think strategically
- Strong project management skills
- Demonstrated ability to establish and sustain positive relationships and rapport with internal and external stakeholders.
- Team player with an aptitude for working in a collegial manner
- Strong analytical skills and creative problem solver
- Strong written and verbal communication skills
- Strong presentation skills
- Strong time management skills and organizational skills with the ability to prioritize tasks and work independently in a, collaborative, diverse and inclusive environment
- Ability to develop budget proposals
- Demonstrated ability to exercise good judgement and operate with a high degree of confidentiality
- Knowledge of the nsylxc n and/or secwepemctsin languages will be an asset

Education and experience

A Bachelor's degree or equivalent. Minimum 5 years practical and/or position-based experience working with Indigenous communities, organizations and/or individuals is required. Experience working on Indigenous programs and/or projects is highly desirable. A minimum of 5 years practical or position-based experience managing complex projects is an asset. Experience in change management is an asset.

Compensation

A competitive compensation package will be provided including an attractive base salary and excellent benefits. Further details will be discussed in a personal interview.



Contact

To get started or more information

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