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15 Month Term Employee Opportunity
January 2020-April 2021
External Posting

Governance Director

About the Organization

The Wet'suwet'en Treaty Office became an entity in 1994 governed by the Wet'suwet'en Hereditary Chiefs, care takers on behalf of their house groups of 22,000 square kilometers of territory in Northwestern BC.

The Wet'suwet'en have a highly articulated system of governance rooted in the Wet'suwet'en House, Clan and Feast Systems. This system of governance has been in existence since time immemorial and continues to operate today. The Wet'suwet'en Constitution (*Ci's Bighéwh Dini Ts'én Li*) is a written document that will accurately express the Wet'suwet'en system of governance, including the specific laws, practices and customs that are embodied within that system.

About the Opportunity

The Wet'suwet'en Hereditary Chiefs have a one year maternity leave term opportunity for a Governance Director to join the Wet'suwet'en Treaty Office Society located within Gitdumden Territory. (Smithers, British Columbia)

Reporting to the Executive Director and Wet'suwet'en Governance Authority Committee (WGAC), you will be responsible for overseeing the establishment and ratification of a Wet'suwet'en Constitution and Development and implementation of a broader Governance Strategy.

The position will begin in January 2020, with four months of mentoring and transition under the current Governance Director. The successful candidate will implement and follow the existing work plan and overall governance strategy.

Governance Director Responsibilities

Research and Development of the Wet'suwet'en Constitution: *Cis Bighëwh Dinì Ts'ën Lì*

- Research and codify Wet'suwet'en laws related to the current constitution sections and Child and Family Wellness
- Review Sections of the constitution with community and leadership
- Liaise with Language experts to include Wet'suwet'en orthography
- Revise sections of the constitution and move towards balhats ratification
- Oversee and direct research assistants' work on the constitution
- Liaise with other department managers for nation/organizational consistency

Project Management:

- Seek funding for additional resources as required
- Report annually on existing projects
- Oversee project staff and operations
- Financial management and review of monthly expenditures

Community/Leadership Consultation

- Facilitate community consultations regarding governance project updates and constitution work (urban and reserve communities)
- Work within the governance strategy to empower house and clan membership and processes (including clan runner development)
- Prepare monthly updates and reporting to the Hereditary Chiefs
- Plan and implement strengthening kinship strategies as per the governance strategy to include eastern and urban communities

Child and Family Wellness

- Participate in the Child and Family Wellness tripartite technical working group
- Attend all tripartite technical team and leadership meetings
- Work collaboratively in the development of Child and Family Wellness legislation

Qualifications:

1. Wet'suwet'en Cultural Education:
 - Sound knowledge and understanding of Wet'suwet'en governance institutions (language, balhats, territory--including principles and practices)
 - The successful applicant must be an active participant in the Feast Hall and demonstrate a commitment to life-long cultural learning.
2. Western Education/Skills
 - Master of Arts degree in Sociology, Indigenous Studies, Anthropology or related field preferred;

- **Or** Minimum of Bachelor of Arts in a related field and 4 years' experience;
- **Or** 8 years Nation Development and Governance experience with a related field college diploma.
- Strong research skills and experience
- Project management and reporting experience
- Demonstrated experience working with Hereditary Governments
- Knowledge of Wet'suwet'en language is an asset
- Valid Driver's License
- Ability to work flexible hours (evenings and weekends—including travel)

This role requires that you possess strong interpersonal skills, including high level written and oral communication skills, with the ability to relate across all levels of employees and community members. This includes the ability to consult, resolve conflict, negotiate sensitively and effectively with Wet'suwet'en people to produce clear and concise documentation and reporting in a timely manner and to liaise effectively with a variety of stakeholders.

The ability to work under pressure, meet deadlines and set priorities is essential, as is strong and effective organizational, negotiation and analytical skills, including strategic and decision making skills and the ability to problem solve in an innovative manner.

Submissions to:

Debbie Pierre, Executive Director
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Deadline: January 3rd, 2020 4:30 P.M.

Only those selected for an interview will be contacted. Preference will be given to applicants with Wet'suwet'en ancestry