



UX Designer

Victoria, B.C.

Join a growing team, dedicated to revitalizing First Nations arts, languages, cultures and heritage in British Columbia. The First Peoples' Cultural Council (FPCC) is looking to fill a **User Experience Designer** position to support the success and impact of our programs.

The User Experience Designer (UX Designer) reports directly to the Director, IMIT. The UX Designer provides user experience and graphic design expertise across the organization, working closely with Application Development and Communications Teams to ensure service standards and user requirements are met.

If you are a passionate and experienced professional and are interested in working with a great team dedicated to work that supports cultural revitalization, we look forward to hearing from you!

Submissions from applicants with First Nations, Métis or Inuit ancestry are strongly encouraged to apply.

Who We Are:

The First Peoples' Cultural Council is a First Nations-governed Crown corporation with a mandate to assist B.C. First Nations in their efforts to revitalize their languages, arts, cultures and heritage. You may learn more about us here: fpcc.ca/about-us

What We Offer:

- An equal opportunity, respectful and inclusive work environment.
- Travel opportunities to conferences and community events.
- Training and professional development opportunities to grow your career and skills.
- B.C. Public Service Pension.
- Dental, extended health and vision care for you and your family through Canada Life.
- We value your work-life balance and family/community time.

What You Will Do:

- **User Experience and Interaction Design:**
 - Partner with the User and Support Services team and the Application Development team to enhance application and technology functionality.



- Maintain awareness of functionality and development plans for all FPCC applications and technologies, including web applications, mobile apps and software keyboards.
- Gather user requirements through a variety of methods as appropriate, which may include community outreach, collaboration with the help desk, shadowing and participating in user training.
- Participate in the identification and evaluation of opportunities for design improvements in FPCC products, services and content. As assigned, lead engagement with staff and users and the planning and implementation of design improvements from problem definition to delivery.
- As assigned, produce interfaces for web and mobile, including graphic design, interaction design and data visualization including the following:
 - Design Execution
 - Create wireframes, mock-ups and high-fidelity UI designs that translate UX concepts into visually appealing and functional interfaces.
 - Design individual UI elements like icons, buttons, menus, forms and navigational components.
 - Visual Style Development:
 - Define the product's visual language: typography, colour palettes, spacing guidelines, icon systems and other visual elements; collaborate with the Communications Team as needed.
 - Create or contribute to a design system/style guide to ensure consistency across the product or brand; collaborate with the Communications Team as needed.
 - Interaction Design:
 - Design micro interactions, animations and transitions to enhance usability and provide visual feedback to users.



- Prototype interactions to demonstrate design concepts to developers and stakeholders.
 - Plan and execute user testing to improve existing applications and technologies.
- **Graphic Design and Branding:**
 - As assigned, provide graphic design, document layout and visual style services and expertise for the Communications Team and program departments to support print, social media and web designs.
 - Assist with designing a variety of digital and print assets or presentation materials.
 - Assist with data visualization.
 - Act as technical contact for external website service providers.
- **Collaboration, Documentation and Reporting**
 - Collaborate with technical colleagues on the following:
 - Development and implementation of IM/IT Roadmap and Development plans.
 - Troubleshooting and solution development of technical problems.
 - Ensuring a high level of customer service to internal and external users.
 - Collaborate with FPCC Communications Team and Program Teams to support graphic design as needed.
 - Ensure appropriate technical documentation.
 - Perform other related duties as required.

What You Will Bring:

- Diploma or degree in User Experience Design, Graphic Design OR an equivalent combination of experience and/or education.
- A minimum of 3 years' related experience is required.

Skills and Abilities That Will Benefit Your Role:



- Advanced design skills and an ability to translate complex technical concepts for non-technical audiences.
- Demonstrated expertise in user experience design and graphic design and enough understanding of software development to communicate well with developers.
- Strong understanding of Unicode, writing systems, fonts and multi-lingual software.
- Excellent initiative, prioritization, interpersonal and customer-centric skills.
Commitment to service excellence.
- Demonstrated ability to work both collaboratively within a team and independently, in an effective and organized manner.
- Comfortable working within a fluid, dynamic and fast-paced environment. Committed to continuous improvement.
- Strong and in-depth working knowledge and experience with Microsoft Teams and Microsoft SharePoint Enterprise.
- Respectful communication and listening skills with the ability to understand and capture/document user requirements and challenges.
- Ability to create clear and effective process documentation.
- Knowledge of lived experiences of B.C. First Nations (or willingness to learn) and a commitment to support B.C. First Nations Arts, Language and Heritage revitalization.

Working Conditions

- Most work is done in a general office environment.
- Travel to meetings throughout B.C. may be required, occasionally on short notice.
- May be required to work occasional evenings and weekends.

The salary range for this position is **\$65,489 to \$70,111** based on education and qualifications.

For more information about the First Peoples' Cultural Council, visit: www.fpcc.ca

Please send a resume and covering letter to: hr@fpcc.ca

The posting will remain open until filled.



FIRST PEOPLES'
CULTURAL COUNCIL

The First Peoples' Cultural Council is located in Brentwood Bay and we are grateful to have our home in the beautiful traditional unceded territory of the W̱SÁNEĆ Nation people, in the village of W̱JOŁEŁP.

FPCC values all employees and the communities we serve, and the health and safety of the work environment is a top priority. Depending on your role, FPCC reserves the right to require proof of a COVID 19 vaccination.