Revitalization Coach

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 **REVITALIZATION COACH** (RC) position to support the success and impact of our programs. This is a two-year contract role.

Reporting to the Arts Program Director (APD), the RC works closely with the FPCC Arts Department, First Nations artists and communities to deliver effective programs and community support. The role is a balance of direct coaching and training, program and event coordination and related administrative support and is based on community and program needs

The RC supports the mandate of the First Peoples' Cultural Council (FPCC) which is to assist B.C. First Nations languages, and the First Nations Arts and Culture Programs in their efforts to revitalize languages, arts and cultures.

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 support First Nations arts, languages, cultures and heritage revitalization in British Columbia. 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:

Arts Program Coordination

- Consults with the APD to develop and implement a community outreach and engagement strategy.
- Collaborates with the APD to develop engagement and training materials, including agendas, presentations, handouts, and other resources.
- Delivers training workshops on arts program approaches and strategies as required.

- Attends and facilitates workshops and conferences and delivers presentations as required.
- Delivers skills-based training and professional development tailored to community strengths and needs, ensuring FPCC programs are culturally and geographically relevant.
- Coordinates engagement sessions and training workshops in at least five regions of the province.
- Provides in-person and online support to individual artists and communities as needed.
- Provides FPCC grant recipients with coaching, skills training and networking opportunities related to arts project planning and revitalization.
- Provides strategic planning and project management expertise that nurtures a community-centred approach.
- Leads community engagement activities at regional sessions.
- Collaborates with the APD, artists and communities to plan service delivery and monitor progress against approved plans.
- Prepares narrative reports on engagement processes.
- Collects and enters data in internal databases, maintains accurate records, supports program reporting and administers surveys as required.
- Supports the development and maintenance of an Arts Project Planning toolkit and promotional videos, and shares examples of completed arts project plans and broader community revitalization plans that include arts domains.
- Monitors community engagement activities to ensure they are within budget.
- Reviews community arts project proposals and provides feedback to help communities solve problems, plan and prioritize their work.
- Researches arts programs and initiatives regionally, nationally and internationally, and shares successful models in training materials and coaching sessions.
- Designs tools, resources and supports that strengthen arts revitalization projects led by B.C. First Nations artists and communities.
- Performs other related duties as required.

What You Will Bring:

A bachelor's degree in Fine Arts, Community Planning, or a related field, plus four years of program coordination experience, is preferred. Candidates should have experience in arts or arts revitalization and a strong understanding of relationship-building and community engagement in a First Nations context. Experience in adult education, facilitation and event planning is also preferred. An equivalent combination of education, training and related experience will be considered.

Skills and Abilities That Would Help You Succeed:

- Knowledge of B.C. First Nations arts, languages and communities; experience in First Nations community development; and a strong commitment to Indigenous arts revitalization.

- Cultural competency, curiosity and a willingness to learn while navigating complex relationships.
- Ability to manage sensitive communications while maintaining respectful relationships with First Nations communities and Elders.
- Excellent oral and written communication skills for community and business audiences.
- Experience creating rapport and relationships with community members, leaders and knowledge keepers.
- Knowledge of strategic community planning and arts revitalization best practices.
- Experience with comprehensive community planning is an asset.
- Strong facilitation and training skills.
- Experience in adult education theory and practice is an asset.
- Strong project planning and leadership skills.
- Experience with mentoring, coaching and supervision is an asset.
- Excellent problem-solving skills and ability to take initiative.
- Open to new perspectives and different ways of thinking and working.
- Ability to work independently in the field and as part of a fast-moving team.
- Cultural sensitivity, tact and sound judgment in interpersonal relationships.
- Ability to maintain confidentiality.
- Demonstrated ability to build trust and work collaboratively.
- Experience conducting research related to community projects is an asset.
- Experience writing grant proposals and reports.
- Ability to respond effectively to sensitive issues, inquiries and complaints.
- Proficiency with Microsoft 365 applications.
- Demonstrated ability to self-regulate and respond constructively in challenging or changing situations.
- Strong business communication skills, including clear, professional verbal and written communication.
- Ability to work effectively both independently and as part of a team.
- Demonstrates respect for diversity and contributes to an inclusive workplace.

Working Conditions:

- Most work is done in a general office environment.
- Regular travel to meetings throughout B.C. is required.

- Travel to attend meetings, conferences, seminars occasionally on short notice.
- May be required to work evenings and weekends.

The hiring salary range for this position is **$65,000 - $75,000** based on experience and qualifications. The standard work week at FPCC is **35 hours**.

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.

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.