



Position: Indigenous Liaison
Employer: Rural Development Network (RDN)

The Opportunity:

The Rural Development Network is seeking an Indigenous Liaison to work alongside our team to ensure that our work, action, and policies appropriately reflect the priorities and needs of Indigenous people. This position will interact with all of RDN's initiatives and projects.

Location:

We will consider applicants located anywhere in Canada who are willing and able to work remotely. RDN's office is located in Edmonton, Alberta for candidates who prefer to work in person. Please indicate in your cover letter where you are located.

Salary Range: \$50,000 - \$60,000 /year based on a 35hr work week.

Responsibilities:

- Work alongside the RDN team to ensure that the policies, actions, and advocacy work appropriately reflects the priorities and needs of Indigenous people.
 - Assist with the development of a process that will enhance an Indigenous Lens across all of the organization's approaches and practices, including funding administered through the Reaching Home program.
 - Advance understanding and develop a common ground based in reconciliation.
- Assist with the development of a new process for grant applications and evaluations for Indigenous communities and organizations applying to RDN for Reaching Home funding.
- Assist with the development and implementation of an Indigenous Engagement Strategy that will:
 - Develop and implement plans to enhance engagement capacity with Indigenous Communities and organizations through the development of policies, practices, programs, training and tools.
 - Provide direction and guidance internally and externally on the development and implementation of culturally appropriate and collaborative Indigenous engagement.
 - Manage and implement Indigenous engagement programs, including coordinating and conducting engagement activities (both virtual and in-person), researching, compiling data, drafting reports and consultation plans, and developing summary recommendations.
 - Identify and support the involvement of appropriate Indigenous representation (internal and external) to sit on working groups, providing consultative advice to project design and execution.
 - Seek collaboration with local, provincial and national leaders in Indigenous engagement to inform strategy and practice, gaining an understanding of trends and developments.

- Facilitate workshops.
- Develop and implement a range of solutions to grow partnerships and increase community use and knowledge of RDN's services and resources.

Preferred Experience and Competencies:

- **Due to the type of role, Indigenous lived experience is strongly preferred. Indigenous candidates are encouraged to apply.**
- Experience in planning, organizing, and conducting Indigenous engagement activities.
- Experience with facilitation techniques that are culturally appropriate and culturally safe.
- Experience communicating about, and collaborating regarding, impact assessment methodology and content with Indigenous Peoples.
- Ability to build and maintain a development plan for engaging respectfully with Indigenous communities, service providers, municipalities and those with lived experience across Canada.
- Knowledge of intergenerational trauma, settler colonialism, and systemic oppression.
- Knowledge of and experience in Indigenous engagement including knowledge of traditional Indigenous protocols.
- Experience working with Elders and knowledge keepers.
- In-depth understanding of Indigenous culture, issues and social structures and knowledge of local Indigenous organizations.
- Knowledge of research/engagement methods and their usefulness to supporting conversations with Indigenous and marginalized populations.
- Understanding of how to develop a common ground based in reconciliation.
- Strong verbal and written communication skills.
- Excellent organizational and project management skills.
- Self-motivated with a high degree of integrity, honesty, and ethics.
- Ability to maintain a very high degree of confidentiality.
- Ability to work independently and in a team.

Education: University or College degree related to Indigenous studies and/or a combination of education and work experience is required.

About the Rural Development Network:

RDN's approach is founded on supporting communities in their efforts to address issues. They listen, hear what the community's needs are, and provide support by developing solutions with them, knowing each community is unique and requires a tailored approach. In addition, a key aspect of RDN's work is supporting communities in actually implementing the proposed solutions by providing capacity and expertise. All too often projects are started, but stall without the right tools, capacity, and expertise needed to become a reality; RDN is committed to filling this gap. The RDN started with a finite fund to distribute to grassroots projects across the province of Alberta, and has since grown into a key resource for rural communities on issues that are generally under-addressed on a national scale.

RDN is committed to and embraces diversity, equity, and inclusion. Diversity makes us all stronger, whether we are referring to the RDN, rural communities or all of Canada. RDN is committed to ensuring an equitable workplace that welcomes and respects diversity amongst our staff, board members and volunteers. RDN works to ensure and promote inclusivity, recognizing and actively supporting the different needs of our diverse staff, clients, and stakeholders. RDN recognizes that diversity is and will always be a key component of rural Canada's future success. We strive to ensure that our staff is

diverse. We are committed to removing barriers to employment that are faced by equity-seeking groups and encourage (but do not require) members of these groups to self-identify as such in their cover letters. In accordance with our diversity goals and the current compositional needs of our staff, we particularly encourage applications from individuals who self-identify as racialized* or Indigenous (First Nations, Metis, or Inuit).

*The term “racialized” is used here instead of the more outdated and inaccurate terms “racial minority”, “visible minority”, “person of colour”, or “non-White”.

What to Expect, Working with RDN:

RDN is a very entrepreneurial non-profit organization with a diverse team of over 20 staff, and a unique work environment. We have adapted our work style in light of the pandemic, and adopted long-term strategies that we find have increased productivity and satisfaction, including a hybrid work from home/ work from office model, flexible hours and a 35 hour work week (with a compressed workweek option). We have a team-oriented and inclusive culture, we strive to help our staff grow, and encourage team members to explore their interests and develop new opportunities.

How to Apply:

Please send a cover letter and résumé to careers@ruraldevelopment.ca and indicate which position you are applying for. We recommend applying by August 13, 2021 as we will start reviewing applications on this date. Applications will still be accepted and reviewed after this date until a suitable candidate is found.

www.ruraldevelopment.ca