



## Job Posting

### Director of Indigenous Strategy and Partnerships

#### Who We Are

With great respect, we acknowledge that the College of Pharmacists of BC (CPBC) is located on the unceded territories of the hə́nq̓əmiṇə́m speaking peoples – x̣ẉməθḳẉəỵəm (Musqueam Nation), selíłwítulh (Tseil-Waututh Nation), and the Sḳẉx̣ẉú7mesh-ulh Sníchim speaking peoples - Sḳẉx̣ẉú7mesh Úxwumixw (Squamish Nation) whose historical relationships with the land continue to this day. As a health regulator, our responsibility is to protect the health and safety of individuals accessing pharmacy care by licensing and regulating pharmacists, pharmacy technicians and the pharmacies where they practice in order to ensure they deliver qualified, safe, and ethical care.

Having embarked on a collective journey with health regulators in BC towards creating safer spaces for Indigenous partnerships, we are focused on developing and enabling alternative dispute resolution mechanisms to uphold the legal plurality that exists between Westernized systems and traditional Indigenous methodologies.

CPBC is committed to addressing Indigenous-specific racism and other forms of discrimination both in healthcare and within regulatory structures. We believe in integrity, transparency, and relational partnerships. As part of this team, you can expect to be treated with dignity and respect. CPBC staff contribute to a positive work-life balance and personal health and wellness through their commitment to voluntary interest committees aimed at promoting cultural safety, equity, and social and environmental initiatives.

#### Our Diversity, Equity and Inclusion Commitment

The release of the [In Plain Sight](#) report in November 2020 underscored the urgent need for all partners in the healthcare system to take swift and decisive action to dismantle the systemic racism that has led to such poor health outcomes for First Nations, Métis and Inuit (Indigenous) Peoples.

CPBC has committed to regulating pharmacy professionals in support of public safety, optimal health, and culturally safe, equitable care, free from Indigenous-specific and other forms of racism. Through this commitment, we are working to create spaces where Indigenous Peoples have access to culturally safe pharmacy care, where racism and discrimination are called out and eliminated. We are further committed to decolonizing regulatory processes that create undue barriers for Indigenous registrants and members of the public. We understand, respect, and promote awareness of the rights and interests of Indigenous Peoples in relation to accessing regulatory services and continue to actively search out and include Indigenous ways of knowing and being into our policies and practices.

We strive to cultivate a welcoming, inclusive, and respectful environment where educational initiatives aimed at nurturing equity, diversity, and inclusion, are offered; cultural and social awareness are encouraged; and religious observances are honoured.

*Artwork by Bayja Morgan-Banke from Toquaht, Nuu-chah-nulth Nation, and Secwepemc (Shuswap) Nation.*

## About the Role

Based in British Columbia's Lower Mainland, the College of Pharmacists of British Columbia (CPBC) is seeking a **Director of Indigenous Strategy and Partnerships** to provide strategic leadership in advancing reconciliation, Indigenous-specific anti-racism (ISAR), and Indigenous cultural safety and humility (ICSH) across the organization. Reporting to the Deputy Registrar, this role leads the integration of Indigenous-specific anti-racism policies and strategies, dismantles systemic barriers, nurtures a culturally safe environment, and ensures Indigenous perspectives and values are meaningfully embedded in CPBC's programs, policies, and initiatives.

Working closely with Indigenous partners, CPBC staff, and regulatory interest holders, the Director leads strategic cultural initiatives and cultivates meaningful, sustained partnerships with First Nations governments and Indigenous organizations. This role provides strategic direction and thought leadership to strengthen organizational practices, systems, and structures that reflect CPBC's commitment to reconciliation, cultural safety, and equity.

## Essential Responsibilities

### ***Leadership, Strategy and Vision***

- As an inspiring leader, enhances and promotes team effectiveness, creates a cohesive work culture and offers encouragement and mentorship in developing a culturally informed, effective Indigenous Pathways Team.
- Provides culturally informed strategic leadership to CPBC in alignment with its goal to become an inclusive and collaborative regulator striving to uphold culturally safe care through the embodiment of UNDRIP and DRIPA principles.
- Provides guidance and direction to staff and teams to encourage that Indigenous cultural safety and humility (ICSH) be embraced and visible in workplace culture, processes, communications, standards, interactions and daily operations.
- Working in partnership with the Deputy Registrar, establishes organizational, departmental, and program goals, determines resource needs, budgets and monitors success.
- Leads the development of performance metrics and accountabilities related to Cultural Safety and Humility Performance Standards, in accordance with the Superintendent's audit requirements and the Board oversight metrics.
- Partners with the Indigenous Pathways Team, peers and other senior leaders to lead the development of a strategic framework to humbly and proactively address current and future reconciliation, ICSH, equity, diversity and inclusion (EDI) needs.
- Analyzes current workforce data, employee and licensee engagement surveys, and external research, to co-create, develop and implement the organization's current and future objectives regarding reconciliation, equity, diversity and inclusion.
- In collaboration with CPBC leadership, contributes Indigenous perspectives and guidance when reviewing current policies, practices, standards and programs to identify and eliminate systemic racism or discriminatory barriers embedded within the organizational structure.
- Working in collaboration with Human Resources, contributes to a rolling annual learning and unlearning plan for CPBC staff, and recommends and co-leads educational opportunities for board and committees to build champions of reconciliation, ICSH, equity, diversity, and inclusion.

### ***Internal Allyship and Support***

- Supports and facilitates Indigenous advisory committees and/or working groups that are established for the guidance and promotion of ICSH/ISAR work and consultation with Indigenous governing bodies.
- Develops culturally appropriate content for policies, bylaws, and other regulatory documents and advises on internal and external communications by incorporating Indigenous perspectives.

### Essential Responsibilities (Continued)

- Contributes to an inclusive and respectful organizational culture, cultivating the diversity across teams to propel reconciliation, ICSH, EDI, creativity, innovation, productivity, and excellence in service.
- Participates in the work and integration of the new *Health Professions and Occupations Act* (HPOA) related to the Guiding Principles and anti-discrimination measures to ensure CPBC is aligned with the Act.

### External Partnerships and Engagement

- Partners with teams across the organization and with health regulatory groups to lead and enable consultation and cooperation with Indigenous Governing Bodies (IGBs) in accordance with the HPOA.
- Communicates and shares information, knowledge, and expertise related to ICHH/ISAR projects and initiatives internally (to staff, Board and Committees) and externally (to licensees, interest holders and partners).

### Qualifications, Skills and Knowledge

- Relevant educational qualifications may include a Bachelor's or Master's degree in either Sciences or Arts (preferably in pharmacy, Indigenous studies, HR, Business, or related field) or equivalent lived experience.
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- Over 5 years of progressive experience implementing anti-racism, ICSH, diversity and inclusion, and/or anti-oppression programs in complex organizations.
- Lived experience challenging/inspiring colleagues/partners to weave ICSH, and EDI strategies throughout operations.
- Seasoned and respected relationship-management experience with the ability to influence, lead, engage and build consensus among people through collaboration and influence.
- Evidence of developing and implementing approaches to reconciliation with First Nations and developing and maintaining relationships with First Nations Governments and organizations.
- Demonstrated experience working in a fast moving and nuanced environment where all people are learning as they make steps toward reconciliation.
- Experienced in modeling and supporting team commitment to cultural safety and Indigenous-specific anti-racism in the healthcare system.
- Demonstrated understanding of equity, diversity, inclusion, and cultural humility as they apply to health care is an asset.
- Knowledge and understanding of Indigenous cultures, practices and current and historical issues, Indigenous cultural safety and cultural humility, Indigenous-specific racism, anti-racism, equity, diversity, inclusion, and Indigenous worldview is required.
- Demonstrated knowledge and understanding of health regulation is preferred.
- Understanding of various elements of the BC health care system (pharmacy practice knowledge is an asset).
- Knowledge of provincial and/or federal legislation related to pharmacy practice is an asset.
- Proficient written communication skills with an ability to critically review and develop documents to reinforce cultural safety and humility concepts.
- Demonstrated ability to develop clear and articulate briefing materials for Executive leadership, board and committees.
- Excellent verbal communication skills, including demonstrated proficiency in delivering culturally appropriate presentations to external partners.

### Qualifications, Skills and Knowledge *(continued)*

- Knowledge of Canadian colonial impacts and harms on Indigenous people in social and health contexts, including social, economic, political, and historical realities impacting Indigenous communities and knowledge of Indigenous-specific anti-racism and accompanying reports is an asset (e.g. The Truth & Reconciliation Commission’s 94 Calls to Action (2015), the In Plain Sight Report (2020), and UNDRIP/DRIPA).
- Strong sense of self including an ability to inspire, motivate and mobilize colleagues and allies.
- Commitment to continual learning and a drive for intellectual curiosity to innovate and improve.
- Commitment to building an effective and dynamic organizational culture.

### Leadership Competencies

- Mobilize People – ability to be approachable and actively listen; ability to collaborate in a complex environment with multiple partners; high level of emotional intelligence with an ability to be understanding and manage own emotions.
- Uphold Integrity and Respect – high level of integrity, diplomacy and discretion when working with confidential and/or sensitive information; ability to be objective and act fairly.
- Collaborate with Partners – ability to maintain tact when dealing with a diverse group of people with different personalities; strong partner engagement abilities; ability to build and maintain effective working relationships with all partners; high level of situational awareness; ability to build a high performing team.
- Promote Innovation and Guide Change – commitment to continual learning and a drive to innovate and improve; proficient ability to be intellectually thoughtful in creating solutions.
- Achieve Results – ability to deliver results under pressure; proficient ability to decisively and comfortably make difficult decisions; ability to use a commonsense approach and demonstrate sound judgement.
- Communicate Effectively – proficient ability to communicate accurate information in a timely manner, conduct strong written/verbal communication that is clear and understandable using a respectful tone and remains pleasant and calm during all interactions; demonstrated proficiency in delivering presentations.

### What We Offer

The salary range for this position is \$130K to \$145K annually based on a 35-hour work week. The starting salary will be determined based on factors such as the successful candidate’s job-related knowledge, skills, experience; salaries of other employees in the same salary range; market conditions and other relevant factors.

CPBC provides a competitive compensation; an attractive paid time off package that gives annual vacation, personal days, and additional days off during the year-end office closure; and extended benefits that include a defined benefit plan with the Municipal Pension Plan. Requests will also be considered for time away to attend Indigenous events and gatherings. We have a flexible work environment that includes a hybrid work model with an assigned schedule. We offer opportunities for personal and professional growth; provide flexibility; strive for work-life balance; and provide a respectful, culturally sensitive work environment where collaboration, teamwork and creativity are highly valued.

## How to Apply

This role is designed specifically for an Indigenous person with ties to Indigenous communities. The successful candidate must provide verification of their Indigenous identity.

CPBC also supports and offers accommodation for applicants with disabilities to take part in the selection process. Please let us know if an accommodation is required when you are contacted about an interview and/or assessment. All information in relation to accommodation is kept confidential.

Please submit a cover letter and resume to [hr@bcpharmacists.org](mailto:hr@bcpharmacists.org) by end of day **Friday, July 31, 2026**. This opportunity will remain posted until filled; however, priority consideration will be given to those who apply by the deadline. References, education and professional credential verifications, and a criminal record check may be required for all final candidates.

*\*Please note that only applicants selected for an interview will be contacted.*