

# Job Posting

## Diverse Abilities and Inclusion Research Analyst

|                           |                   |
|---------------------------|-------------------|
| <b>Employment Status:</b> | Full-time         |
| <b>Hours:</b>             | 35-hour work week |
| <b>Location:</b>          | Victoria, BC      |
| <b>Posting:</b>           | External          |

### Job Summary

The Research Analyst contributes to the design, implementation, and advancement of Indigenous-led, community-driven research initiatives that reflect the priorities, strengths, and lived realities of BC Friendship Centres and the communities they serve. Grounded in Indigenous self-determination, reciprocity, and data sovereignty, this role advances research that is ethical, culturally safe, and directly beneficial to membership.

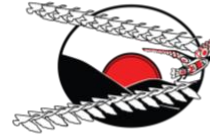
This position includes a specialized focus on the intersection of disability, housing, and community wellbeing, including areas such as gender-based violence, parenting, and access to culturally appropriate supports. The Research Analyst integrates community-based research, training development, and evaluation practices to inform policy, programs, and system-level change.

The role works collaboratively with Friendship Centres, Elders, Knowledge Keepers, Indigenous organizations, and cross-sector partners, contributing to research partnerships, advisory tables, and working groups that strengthen collective impact across the province.

This role operates within an Indigenous-led, community-driven organization that centres relationship, reciprocity, and accountability to membership. All work is guided by a commitment to Indigenous self-determination, data sovereignty, and strengthening Friendship Centres as key hubs of culturally grounded service delivery, advocacy, and community infrastructure.

### We are seeking someone who has...

- Strong relationship-building skills grounded in trust, respect, and accountability
- Cultural humility, safety, and trauma-informed practice
- Commitment to reciprocity, Indigenous data sovereignty, and ethical research practice
- Strong project management and organizational skills



- Ability to synthesize complex data into practical, community-relevant insights
- Ability to work effectively across tables, partnerships, and community contexts
- Applicants with lived experience (a person living with a disability, and/or has cared for a disabled person) is an asset

## Employment Conditions

- This role is community-based role and requires regular travel and in-person engagement
- The place of work is 551 Chatham Street, Victoria BC; a hybrid or remote model may be considered.
- BCAAFC is an accessible space that includes ground-floor workspaces, an elevator, and accessible workstations.
- The selected individual must have a stable internet connection and telephone/cell phone to work from home. IT services and laptops will be supplied.
- The workweek is 35 hours; some overtime and travel are required for this position.
- Must be able to provide a clear, current criminal record check.
- A valid BC Driver's license is required.

## The compensation package includes...

- Three weeks paid vacation (plus additional time off during office closure at the end of December).
- Employee health benefits plan
- \$70,000-\$80,000.00 starting salary based on experience.
- RRSP matching of up to 8% of annual salary to a max of \$8,000 per year.
- Monthly employee wellness fund.

## How to apply

Please email your resume and cover letter to:

Taylor Logan, HR Assistant  
[humanresources@bcaafc.com](mailto:humanresources@bcaafc.com)

**Application deadline:** Open until filled

**In accordance with section 41 of the BC Human Rights Code, preference will be given to qualified applicants of Indigenous ancestry.**