

Job Posting

Training Manager

Employment Status:	Full-time
Hours:	35-hour work week
Location:	Victoria, BC
Posting:	External, hybrid or remote work considered

Job Summary

The Training Manager is responsible for the strategic development, design, and delivery of training initiatives that strengthen the capacity of BCA AFC membership. This role leads a team of coordinators and trainers, oversees project-based training initiatives, and advances new training opportunities that are responsive to member-identified needs.

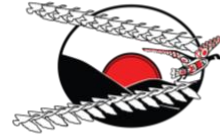
Grounded in an Indigenous lens, the Training Manager ensures that all training approaches are culturally relevant, trauma-informed, and aligned with member priorities, while supporting sustainable service delivery and organizational growth.

We are seeking someone who has...

- Post-secondary education in a relevant field (e.g., education, social services, Indigenous studies, or equivalent experience).
- Minimum 5–7 years of experience in training development, program management, or capacity building within a nonprofit or community-based setting.
- Demonstrated experience supervising staff and leading teams.
- Strong understanding of Indigenous perspectives, cultural safety, and community-led approaches.
- Experience working with or alongside Indigenous organizations and communities is highly preferred.
- Knowledge of issues impacting Indigenous communities (e.g., housing, GBV, disability, homelessness).

Employment Conditions

- The place of work is 551 Chatham Street, Victoria BC; a hybrid model may be considered.
- BCA AFC is an accessible space that includes ground-floor workspaces, an elevator, and accessible workstations.



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BCA AFC

- 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.
- Proof of COVID-19 vaccination will be a requirement for the successful candidate.
- A valid BC Driver's licence 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
- \$90,000-\$100,000.00 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 expression of interest to:

Taylor Logan, HR Assistant
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.

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