

# Job Posting

## Director of Programs

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

### Job Summary

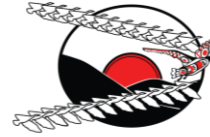
The Director of Programs provides strategic leadership for BCA AFC's full program portfolio, advancing the delivery of culturally grounded, community-led initiatives across urban and off-reserve Indigenous populations in British Columbia. This position embeds an Indigenous lens to anti-violence, anti-racism, and disability and inclusion in all programs within the portfolio, a training and education mandate, cultural safety, and engagement focus in all programs, ensuring that services respond to community realities, systemic inequities, and Friendship Centre priorities.

As a member of the Leadership Team, the Director advises the Executive Director and Board of Directors on program strategy, implementation, and engagement priorities. The Director also supervises a team of BCA AFC employees including managers, program analysts, coordinators, and advisors, supporting their professional growth and fostering a collaborative, culturally grounded work environment.

The role bridges community-grounded program delivery with engagement at government, funder, and sector tables, ensuring BCA AFC programs are informed by research, aligned with advancing the quality of life of Indigenous peoples within urban environments, and responsive to the needs of Friendship Centres and the communities they serve.

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

- Deep understanding of Indigenous anti-violence frameworks, anti-racism, and disability and inclusion, governance structures, and systemic barriers affecting urban and off-reserve Indigenous peoples.
- Demonstrated ability to design, implement, and evaluate programs grounded in community needs and Indigenous knowledge systems.
- Strong leadership, supervision, and mentorship skills for multi-disciplinary teams.
- Experience building partnerships and relationships across grassroots, government, and sector stakeholders.



- Financial and budget management experience.
- Exceptional written, verbal, and presentation skills.
- Ability to manage complex projects and priorities with cultural humility, empathy, and strategic vision.
- Commitment to anti-oppressive, feminist, and culturally safe approaches in all program work.
- Minimum 5–7 years of progressive leadership experience in program management, community development, or Indigenous service delivery.
- Significant experience working with Indigenous communities, with knowledge of anti-violence frameworks strongly preferred.
- Post-secondary education in Social Work, Indigenous Studies, Public Administration, Community Development, or related field (or equivalent lived and professional experience).
- Knowledge of the Friendship Centre movement and urban Indigenous service landscape.
- Experience in program evaluation, community engagement, and funding development and administration

## **Employment Conditions**

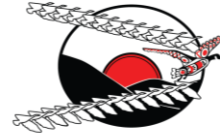
- The place of work is 551 Chatham Street, Victoria BC; a hybrid or remote model may be considered.
- BCAAFC is an accessible space that includes ground-floor workspaces, an elevator, and accessible workstations.
- The selected individual must have a stable internet connection and telephone/cell phone 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.

## **The compensation package includes...**

- Three weeks paid vacation (plus additional time off during office closure at the end of December).
- Employee health benefits plan
- \$110,000.00 - \$140,000.00 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:**



BC Association of Aboriginal  
Friendship Centres

BCA AFC

Danielle Proudfoot, HR Manager  
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.**