



Making a difference...together

# Employment Opportunity

## Cultural Programmer

### *Parks & Environmental Services – Regional Parks*

Competition	<b>19/187</b>
Status	<b>Regular Fulltime</b>
Hours of Work	<b>70 hours bi-weekly</b>
Rate of Pay	<b>\$30.82 - \$32.70 per hour</b>
Review of applications begins	<b>4:00pm on November 4, 2019; however, this posting will remain open until filled</b>

### Summary

The Cultural Programmer collaboratively develops Regional Park and community outreach programs and non-personal interpretive projects with an emphasis on promoting and celebrating the cultural history of First Nations in Regional Parks. Researches, records, prepares, writes and delivers park interpretation programs.

*This position requires an acceptable criminal record check. The applicant/incumbent will be required to undergo a criminal record check in order to work in this position and to report any criminal charges that may be related to their employment in this position.*

The Capital Regional District’s boundaries span the Traditional Territories of over 20 First Nations, whose ancestors have been taking care of the land since time immemorial. The CRD’s neighbouring First Nations include: Songhees, Esquimalt, WJOLELP (Tsartlip), BOKEĆEN (Pauquachin), S7ÁUTW (Tsawout), WSIKEM (Tseycum), MÁLEXEŁ (Malahat), Sci’aneu (Beecher Bay), T’Sou-ke, Pacheedaht and Pune’laxutth’ (Penelakut).

### Duties & Responsibilities

- Create and deliver a range of interpretive programs and services
- Work with internal and external stakeholders to promote initiatives to raise awareness of cultural heritage in Regional Parks
- Research, collect and record traditional ecological knowledge and indigenous culture history/stories of Regional Parks
- Maintain collaborative working relationships with local First Nation communities.
- Prepare information and recommendations on cultural heritage programs, information and initiatives as well as future opportunities
- Collaborate with local First Nations communities to develop interpretive programs to be shared with the community and Regional Parks visitors
- Work with the First Nations Relations department to develop and deliver a school-based land stewardship program in collaboration with local First Nations communities to deliver in regional parks
- Participate in the development, design and production of non-personal interpretation initiatives such as writing text for media spots, brochures, interpretive signs, publications, exhibits, internet content and social media products
- Develop and plan an opportunity to engage Regional Parks’ staff in a learning/cultural day with local First Nations communities
- Purchase required supplies for programs on supervisor’s approval
- Provide input into seasonal reviews related to interpretive service delivery
- Participate on project teams within the division and within the CRD as required
- Provides guidance to the assistant park naturalists as required



- Follows all policies, procedures and standards of the CRD
- Performs other related duties as required

## Qualifications

- University degree in a related field of study, including First Nations studies or Indigenous Fine Arts Programs, as well as a demonstrated knowledge of local First Nations and three years' related interpretive experience OR an equivalent combination of education and experience.
- Excellent communication (verbal and written), interpersonal and customer service skills are required
- Demonstrated experience and competence in the development and presentation of interpretive programming
- Knowledge of, or interest in learning about, local First Nations
- Understanding of, or interest in learning about, First Nations culture traditions and protocol
- Demonstrated knowledge of the principles and techniques of environmental interpretation
- Demonstrated knowledge of the methods and objectives of developing, implementing and evaluating interpretive programs
- Demonstrated experience interpreting natural and cultural history, particularly in a parks setting
- Demonstrated experience in coaching and training of interpretive staff
- Strong public speaking, writing, and presentation skills
- Proficiency and experience with word processing (MS Word), spreadsheets (MS Excel) and presentation (MS PowerPoint)
- Ability to develop internet content and social media products
- Ability to perform the physical requirements of the position, including challenging hikes over various terrains, and large equipment set-up such as tents, displays and tables
- Ability to handle concurrent tasks and demands and work well under pressure
- Ability to work outside in all types of weather conditions
- Ability to work effectively and cohesively in a team environment
- Demonstrated ability to establish and maintain positive and collaborative working relationships
- Demonstrated ability to complete tasks and projects on time and on budget, and to multi-task
- Strong leadership skills with the ability to work independently with proven time-management skills
- Proven ability to work successfully in a team environment
- Must be diplomatic and have a professional approach
- Must have a valid class 5 BC Driver's license and be able to operate a motor vehicle. Candidates will be required to provide a recent Drivers' abstract.

## Applications

To apply for this exciting opportunity, please submit your resume and covering letter online at [www.crd.bc.ca](http://www.crd.bc.ca) under "[Careers](#)".

**The CRD wishes to thank you for your interest and advises that only those candidates under active consideration will be contacted.**

