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## Indigenous Engagement Lead

### Job Description

Updated 2026-05-08.

Homelessness Services Association of BC (HSABC) is an umbrella organization supporting shelters, drop-in centres, homeless outreach teams and other service providers addressing the needs of persons experiencing homelessness with the goal to ending homelessness.

HSABC is actively committed to creating an equitable, diverse and inclusive workplace. We strive for a diverse team and foster the inclusion of voices that have been underrepresented and oppressed. We strongly encourage applications from individuals from communities and groups that have historically been disadvantaged and/or marginalized, including First Nations, Inuit and Métis peoples, racialized persons, persons with disabilities, women and gender diverse persons, 2SLGBTQIA+ persons, and/or persons with lived or living experience of homelessness, poverty or precarity.

### Job Summary

The Indigenous Engagement Lead, under the direction of the Project Manager and working closely with the Project Team, supports Indigenous leadership and cultural integrity, within the Greater Vancouver Regional Research Project. This role ensures that Indigenous ways of knowing meaningfully inform research design, community engagement, analysis, and knowledge mobilization, and that the project challenges colonial narratives in homelessness research and systems analysis.

The position supports engagement with urban Indigenous communities and organizations across 11 Greater Vancouver communities and works closely with the Elders and Knowledge Keepers Circle to ensure the research is conducted in culturally appropriate, respectful, and ethical ways.

This is a temporary position with an anticipated end date of April 31st, 2028.

### 1. Competencies

The Indigenous Engagement Lead will demonstrate strong relationship-building, coordination, and facilitation skills to support culturally safe engagement across multiple communities. The candidate will bring strong communication skills to support collaboration with Indigenous partners, Elders, Knowledge Keepers, and project team members.

Applicants should demonstrate proficiency in several of the competencies below, with an interest in personal development to acquire the remainder.

- 1.1. **Indigenous Cultural Knowledge and Ways of Knowing** – Demonstrates understanding of Indigenous ways of knowing and cultural protocols, particularly within urban Indigenous contexts, and applies this knowledge to guide research design, engagement approaches, and interpretation of findings.
- 1.2. **Indigenous Engagement and Relationship Building**– Builds and maintain respectful relationships with Indigenous organizations, partners, and participants, and supports culturally safe participation in engagement activities across the region.
- 1.3. **Cultural Integrity and Systems Analysis** – Apply Indigenous and systems-focused lens to identify Indigenous-specific barriers, service gaps, and promising practices within the homelessness sector, and challenges deficit-based or colonial framing in analysis and reporting.
- 1.4. **Research Ethics and Cultural Safety** - Apply culturally safe research practices by respecting Indigenous protocols, supporting informed participation, and advising on appropriate handling and interpretation of Indigenous knowledge and perspectives.

- 1.5. **Collaboration** - Work effectively with the project team, governance bodies, and community partners to incorporate Indigenous guidance, feedback, and perspectives throughout engagement, analysis, and knowledge mobilization activities.

## **2. Job Duties**

With support, resources and opportunities for growth, the Indigenous Engagement Lead will be:

- 2.1. Coordinating and supporting the Elders and Knowledge Keepers Circle, including scheduling, preparation of materials, documentation of guidance, and follow-up on recommendations.
- 2.2. Leading engagement with urban Indigenous organizations, partners, and participants across the 11 Greater Vancouver communities.
- 2.3. Advising the project team on Indigenous cultural protocols, expectations, and culturally appropriate engagement practices.
- 2.4. Reviewing and providing guidance on research tools, engagement approaches, and documentation to ensure cultural safety and alignment with Indigenous ways of knowing.
- 2.5. Participating in culturally safe collection of real-time qualitative data and advising on appropriate interpretation of Indigenous perspectives.
- 2.6. Applying an Indigenous lens to analysis and reporting, including identification of Indigenous-specific system gaps, barriers, and promising practices.
- 2.7. Reviewing draft reports and knowledge mobilization materials to ensure cultural integrity and respectful representation of Indigenous perspectives.
- 2.8. Supporting Indigenous-informed best practices and policy recommendations aligned with HSABC's commitment towards Decolonization and Reconciliation.
- 2.9. Participating in project and research steering committee meetings and communicating emerging issues, risks, or guidance to the Project Manager and project team.

## **3. Candidate Profile**

Applicants should be able to draw on their experiences to demonstrate an aptitude for the knowledge, skills, and abilities listed below. Candidates are not expected to excel in all aspects of the profile. However, they should be able to show an interest in ongoing learning to meet the requirements for the position.

- 3.1. Lived expertise of homelessness, poverty, and/or precarity is an asset.
- 3.2. There is flexibility regarding education level based on an equivalent combination of work and lived experience compared to a degree in a related discipline (e.g., social sciences including psychology, political science, sociology, gender and/or women's studies; health science, law, or economics). Learning in statistical and research methods is considered an asset.
- 3.3. Familiarity with, and advanced understanding of the landscape of homelessness and homelessness serving organizations and agencies in BC. Prior work or volunteer involvement within the sector is considered an asset.
- 3.4. Familiarity with, and experience applying principles of Indigenous Data Sovereignty, including OCAP (ownership, control, access and possession) and CARE (collective benefit, authority of control, responsibility and ethics).
- 3.5. Experience working with Indigenous communities, organizations, or initiatives, preferably within urban contexts.
- 3.6. Knowledge of Indigenous cultural protocols, values, and ways of knowing, or a strong commitment to learning under Indigenous guidance.
- 3.7. Experience supporting culturally safe engagement, facilitation, or community-based work.
- 3.8. Strong relationship-building, communication, and coordination skills.
- 3.9. Strong organizational skills, with the ability to manage multiple tasks and meet deadlines.
- 3.10. Detail-oriented and possess the ability to identify issues and implement creative and strategic solutions to overcome problems.
- 3.11. Is a team player but has the ability to work independently and take initiative.



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3.12. Advanced knowledge and experience with Microsoft Word, Excel, Outlook, and Teams.

3.13. Must be responsible, trustworthy, adaptable, patient, and willing to learn and grow.

#### **4. Work Conditions**

- 4.1. Interaction with colleagues, Members, community partners, government representatives, and outside stakeholders.
- 4.2. Operation of desktop/laptop computer and peripherals.
- 4.3. Use of relevant software including, but not exclusively, Word, Excel, Adobe Illustrator/InDesign & Premiere Pro, Dashlane, Mailchimp, Zoom, Survey Monkey and Dropbox.
- 4.4. Flexible work schedule supported through in-lieu hours balanced fortnightly (every two weeks).
- 4.5. In-office and in community work.

#### **Commitment to Equity, Diversity and Inclusion**

To address issues of systemic inequity within the Canada and specifically within the Canadian labour market, HSABC is committed to achieving a diverse workforce through inclusive HR practices in all aspects of employment including recruitment, hiring and promotions.