MakeWay is a national charity and public foundation with a goal to enable nature and communities to thrive together. We do this by building partnerships, providing solutions, grants, and services for the charitable sector across the country.

Who We Are

The Indigenous Watershed Champions is a program of the BC Freshwater Legacy Initiative, which has a mission of advancing freshwater sustainability in British Columbia. The BC Freshwater Legacy Initiative is a project on MakeWay's shared platform.

The Indigenous Watershed Champions Program supports current and emerging Indigenous leaders working at the heart of watershed governance projects in British Columbia (BC). We are completing a successful two-year pilot and moving to a longer-term program, creating this new position to grow our ability to support these leaders. This is an Indigenous professional position, reporting directly to the Indigenous Watershed Champions Program Director. You will be an employee of MakeWay and enjoy a full benefits package.

Anticipated Start Date: Sometime around August 14, 2023

Location: Flexible within British Columbia

Hourly Rate: $33.33-38.46

Who You Are

You are a BC-based person who works well in a startup work environment. You are known for getting things done and are detailed and accurate with your work. You are willing to learn and expand your skills, to learn about Indigenous watershed projects and government to government relationships and are excited to contribute to the expansion of this program. You want work that strengthens Indigenous self-governance and supports Indigenous ways of being with the land.

How You Contribute

- **Serving as the Champions’ logistics hub**, helping them take action on their learning and sharing journeys online and around the territories. Your work includes all aspects of their travel, working with them to find exactly the right training course, and sometimes you’ll be able to get out onto the land as you join them on a trip! Here’s where your attention to detail, reliability, and “get it done” attitude come into play.

- **Supporting new Champions and territories as they are invited to join the program.** You are the hub that ensures things run smoothly, working with the director to solve problems and make things happen.

- **Assisting with reviewing, refining, and creating program approaches.** As the hub, you’ll be the first person to hear what works for Champions and their projects, and you’ll bring their feedback to help build solid systems for this new program. You’ll think ahead, watch for trends, and build a
directory of various service providers as resources for Champions’ learning journeys and their watershed projects. You and the director will meet regularly to talk about how to create supports for the Champions and will share in bringing them to life.

- **Researching, building, maintaining and growing content on an online “hub”** to support Champions, working with technical experts as needed. Here’s where that tech savvy comes in handy!
- **Working on the development of an Indigenous advisory council in 2024.** Continuing to support the operations and individuals of the council.

**Competencies You Will Bring**

- Building trust-based relationships with past, current, and new Champions, and others with whom you work.
- Accountability to completing your work on behalf of the Champions and their watershed work.
- Working independently and getting things done; keeping the director informed; thinking ahead to the support you’ll need – and asking for it.
- Competence in using information technology, computers, software, etc. and the ability (or willingness to learn how) to build an online hub of information.
- Continually deepening your knowledge of watershed projects, Indigenous laws and objectives, Indigenous approaches to government-to-government relationships, and anything relevant to the Champions, their communities, and the watersheds.
- Looking for the best of both worlds (Indigenous and Western) and bringing those practices to your work and to the program (some teachings call it **two-eyed seeing**).
- Listening, understanding, and offering viewpoints and ways of being that support the Champions.
- Looking for ways to decolonize the program and remove red tape, proposing and carrying out Indigenous ways of operating.
- Trusting your own knowledge (wherever you gained it) and sharing it. This could include Indigenous law, laws of the land, learning on the land, Western learning, and cultural learning from Elders and others.

**Working Conditions**

- You’ll be working remotely from your private home office space (or maybe in shared office space) from a location in British Columbia. You’ll need a reliable internet connection and cellphone service and know how to use the technology. We will work with you to make sure you have what’s needed to do your job.
- You will keep regular work hours 3-4 days per week (determined with the program director), with any additional weekly hours working independently.
- In 2024, you may occasionally travel within BC, as you join various Champions on knowledge trading journeys to other territories to learn about their watershed projects and spend time on the land. In September of this year, you will work at the annual learning retreat for 5½ days, near Smithers and on Wet’suwet’en territory.
How to Apply

Send a detailed email, a creative video clip, and/or a resume document, telling us:

- A bit about who you are.
- Why the program associate position is of interest to you.
- What skills, attitude, and heart you bring to this work, and where you have learned these.
- About your work history, volunteer work, or community contribution. How will this translate to being successful in this role?

Please email us your submission for consideration by 4:30 PM on Tuesday, July 25, 2023, to Acting Program Director Peg Christian (coachingandconsultingpeg@gmail.com). Are you really interested in this work but unsure if you qualify? Send us your submission anyway and tell us about why you can be a good fit for this position. We’d love to hear from you!

In recognition of the critical importance to this role of a lived understanding of Indigenous communities, history, values, legal orders, and cultural competencies, and in accordance with Section 42 of the BC Human Rights Code, preference will be given to Indigenous candidates.

For more information about BC Freshwater Legacy Initiative and MakeWay, please visit:

https://makeway.org/project/bc-freshwater-initiative/
http://makeway.org/approach/shared-platform/

MakeWay is strongly committed to creating a diverse workplace environment and encourage all qualified applicants to apply. MakeWay will provide accommodation during all steps of the hiring process, upon request, to applicants with disabilities. Please advise us if you need any accommodation.