

## A workplace powered by you

At BC Hydro, we're working towards creating a cleaner and more sustainable future for all British Columbians and need people like you to help us. A career at BC Hydro is meaningful and provides you the opportunity to be part of a talented, inclusive, and diverse team. We offer a healthy work-life balance, competitive wages, a comprehensive benefits package, and training opportunities to support you in your career growth. We're proud to be ranked as one of B.C.'s Top Employers and one of Canada's Best Diversity Employers.

We invite you to join us as we build an even cleaner B.C. We welcome applications from all qualified job seekers. If you're a person with a disability, please let us know by emailing [RecruitmentHelp@bchydro.com](mailto:RecruitmentHelp@bchydro.com), as adjustments can be made to help support you in your application process.

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## Senior Manager, Indigenous Relations - Strategy & Negotiations

Number of positions: 1

Job Location: Dunsmuir 13

Employment type: Permanent

Region: Lower Mainland

Hours of work: Full-time (37.5 hrs/wk)

Flexible Work Role: Hybrid

Annual salary: \$ 158,900.00 - 200,900.00

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## What you'll do

Reporting to the Director, Indigenous Relations, the senior manager has primary accountability for the Strategy & Negotiations team; leading a team of approximately 15 senior IR professionals, and providing leadership and overall direction on policy and strategy development, negotiations, consultation and relationship practices.

### Strategy & Negotiations

\* Responsible for maintaining a current and relevant Indigenous Relations (IR) Strategy to support BC Hydro's capital and operational plans, and reconciliation objectives.

\* Leads the development of IR strategies and business plans that align with BC Hydro and Indigenous Relations strategic direction and considers financial and resource constraints, business and operational risks, First Nation relationship priorities, and associated business requirements.

\* Sets and re-affirms strategic objectives and clarifies standards to include First Nation engagement, in addition to legal and regulatory obligations.

\* Oversees all Indigenous Relations aspects of energy acquisition, including designing and continuously improving First Nation economic participation models, approaches to fulfil the duty to consult and First Nation commercial negotiations.

\* Oversee all Indigenous Relations strategic aspects related to generation and transmission resource plans.

\* Leads Indigenous Relations regulatory related work, including filings with the BCUC and leading engagement and consultation on regulatory related work.

\* Monitors ongoing legal and regulatory developments, as well as key relationship interests, and informs strategic direction working with corporate legal and regulatory, economic and business development, and project delivery teams.

\* Leads development of framework and tools to govern BC Hydro's Relationship Agreements with First Nations, ensuring alignment with the IR Strategy.

\* Provides direction and oversight to the incorporation of UNDRIP into BC Hydro's business, including implementation and progress on BC Hydro UNDRIP Implementation Plan

\* Manages the continual enhancement of the IR consultation and engagement framework, methodology and processes to closely reflect business objectives and First Nations business drivers.

\* Supports BC Hydro in advancing reconciliation and implementing UNDRIP. This includes working with key members of the Ministry of Energy and Climate Solutions, the Ministry of Indigenous Relations and Reconciliation, and the Ministry of Water, Lands, & Resource Stewardship for information sharing and coordination.

\* Develops reports, recommendations and presentations for BC Hydro's senior leadership and executive to guide senior official decision-making and may represent Indigenous Relations at BC Hydro Board meetings.

- \* Leads the Partnership Accreditation in Indigenous Relations (PAIR) recertification process.

#### Internal & External Relationships

\* Develops and maintains strong internal relationships for successful collaboration and cooperation across the organization, including with the Executive Team, and Business Group senior leaders.

\* Responsible for developing a strong relationship with Provincial Government and ensuring where appropriate coordination of reconciliation related strategies

\* Enhances relationships with Provincial and National level First Nation organizations, including the First Nation Energy and Mining Council and the First Nation Major Project Coalition.

\* Oversees Indigenous Relations participation in conferences related to Indigenous Relations.

\* Engages with First Nations communities to identify barriers, interests, opportunities, etc.

#### What you bring

\* A university degree (Masters preferred) in political science, community and social planning, sociology, communications and or business or equivalent.

\* A minimum of 10 years of relevant experience, including significant Indigenous relations experience in a business environment (public or private sector, preferably in a resource-based organization) with a record of building solid business relationships and effective strategies.

\* A minimum of 2 years of management experience or equivalent is preferred.

\* Well-developed leadership characteristics and the ability to build solid business relationships.

\* Demonstrated high proficiency in the following: Persuasive influence, strategy development and execution, negotiation and conflict resolution; project management principles and practices; excellent interpersonal and communication skills.

\* Previous exposure to a setting where trust building within a highly diverse context (internally and externally) was part of the role.

\* Well-developed political awareness, cultural sensitivity, and well-established network of contacts within the energy sector, with First Nations and key government personnel.

\* Proven experience in problem solving and driving results in collaboration with others.

#### What we offer

- A comprehensive benefits package
- A minimum of 15 paid vacation days
- A lifetime pension
- Flexible work model, depending on your role type
- Training and development courses

For more information on the benefits we offer, visit [bchydro.com/benefits](http://bchydro.com/benefits).

#### What else you should know

\* The position can be based in our Vancouver (Dunsmuir), Burnaby (Edmonds) or Victoria office.

Before you apply, please confirm you meet BC Hydro's time in role requirement. M&P employees must meet the time in role requirements specified in the updated M&P TIR policy. For MoveUP and IBEW employees, the current time in role as outlined in the Collective Agreements will apply.

Don't forget to update your Candidate Profile with your current resume and copies of your certifications. If applicable, include your Trades Qualification. This will ensure we have all the necessary information to assess your application without any delays.

**Date Posted:**

2026-05-25

**Closing Date:**

2026-06-08

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