

Role Description

Position Title

Cross-cultural Leadership Facilitator (Part-Time)

Who We Are

At BCIT, we champion diversity of experiences, ideas, cultures and perspectives, to foster a community in which equality and inclusivity are embedded in everything we do. We embrace endless innovation, ignited by imagination and creativity, to improve our approaches, opportunities and outcomes. We strive to achieve excellence in everything we do, to accomplish real, measurable results. We believe in the power of collaboration to amplify our efforts and begin every interaction with a foundation of respect for others' expertise, insights and inherent worth. Our overall vision is to empower people, share BC, and inspire global progress. If this resonates with you, come join our team as we continue to provide practical education for a complex world.

Position Summary

BCIT's SITE Centre is seeking a qualified Cross-cultural Leadership Facilitator to teach segments of the Indigenous and Intercultural Awareness Training Program. The facilitator will teach students about creating a safe and inclusive space, cultural competency, and cross-cultural leadership. Additionally, they will teach how these concepts can be applied in the workplace.

The Indigenous and Intercultural Awareness Training course is for employers, employees, and individuals in the Sea-to-Sky region to learn about and better understand their Indigenous neighbours. The course will be held face-to-face with physical distancing and safety measures taken during the COVID-19 pandemic. The course will be split into two parts over three days, however, participants are not required to complete both parts.

Part 1 (one day, 7.5 hours)

- a. Creating a safe and inclusive space
- b. Histories of the Líl'wat7ul
- c. Cultural practices of the Líl'wat7ul

Part 2 (two days, 15 hours)

- a. Cultural competency
- b. Cross-cultural leadership
- c. Review
- d. Practical workplace tools

The goals of the full program (part 1 and 2) are to:

- Build long lasting sustainable relationships between communities
- Develop meaningful employment for FN within business community
- Educate employers to make the workplace an environment where FN can thrive
- Provide employers with tools to successfully find, hire, retain FN staff

- Develop road map to successful hiring, communication, training, retention
- Encourage collaboration to overcome barriers to employment, e.g. transportation
- Develop a working community that represents the Sea-to-Sky population
- Enhance business culture
- Celebrate culture and differences
- Allow employees to learn respectful communication and understanding
- Stop perpetuating bias and stereotypes

Duties & Responsibilities

This contract includes responsibilities such as: teaching curriculum, presenting lectures, course delivery and assessment materials, providing practical demonstrations, and marking assignments when applicable. The position works collaboratively with other facilitator(s), the BCIT SITE Centre Team, and the Program Head.

Facilitators will be required to use curriculum that has already been developed through research, and in collaboration, with the Lil'wat Nation.

Qualifications

The successful candidate will have the ability lead a discussion and motivate adult learners, have excellent oral and written communication skills, and strong computer skills (MS Office, Adobe, use of e-mail, use of internet). The candidate should demonstrate the ability to excel under pressure, 'think on their feet', and adapt quickly to varying classroom dynamics.

PREFERRED

2 to 5 years teaching experience in cross-cultural management, communication, organizational behaviour, and/or human resource management.

A post-secondary degree or equivalent.

Experience working with Indigenous communities is an asset.

Salary Range \$100.89 per classroom contact hour. Inclusive of vacation and holiday pay. Normal facilitator preparation and marking is part of the classroom contact hour rate and is not considered additional hours.