



YYJ

VICTORIA
INTERNATIONAL
AIRPORT

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JOB POSTING

Director, Indigenous Relations
Part-Time – 30 hours/week
Competition No. #2025-12

Victoria International Airport (YYJ) is the 11th busiest airport in Canada and is located on the homelands of the W̱SÁNEĆ People whose historical relationship to the land continues to this day. YYJ has been rated one of the top ten most-loved airports in the world by CNN Travel and has been named one of BC's Top Employers annually since 2020. Winner of the best regional airport in North America award by Airports Council International in 2012, 2014, 2020 and 2024, YYJ provides a safe, secure, sustainable, and efficient airport that creates prosperity for our region by connecting Greater Victoria with the world. Victoria Airport Authority has managed the operations at YYJ on behalf of the surrounding communities since April 1, 1997.

Career Opportunity:

Victoria Airport Authority (VAA) is hiring a forward-thinking, relationship-driven leader for the role of **Director, Indigenous Relations** (Director). This is a unique opportunity to play a central role in advancing VAA's commitment to reconciliation, community collaboration, and inclusive growth.

Reporting to the Vice President, Human Resources and Indigenous Affairs, the Director will lead the strategic direction and implementation of VAA's Indigenous relations initiatives—including the W̱SÁNEĆ Friendship Agreement and Indigenous Recruitment Plan. The role also provides leadership for diversity, equity, inclusion, and employment accessibility and engagement strategies across the organization. In addition, the Director will be responsible for hiring and mentoring a dedicated Liaison position to further strengthen relationships and engagement with Indigenous communities.

We're looking for a candidate with strong experience working with Indigenous communities, demonstrated leadership in reconciliation or DE&I programs, and the ability to foster respectful, long-term partnerships. If you're ready to make an impact in a high-profile leadership role with both strategic and community significance, we encourage you to apply.

Requirements:

Education & Experience

A degree in Indigenous Studies, Public Administration, Human Resources, or a related field; or an equivalent combination of education and experience. A minimum of 10 years of recent, related experience, including:

- Progressive leadership roles working with Indigenous governments and communities, ideally in a leadership role in a public sector, infrastructure, or transportation setting.
- Experience implementing Indigenous relations strategies, community engagement programs, or employee engagement initiatives.
- Experience advising senior leadership and contributing to strategic decision-making.
- Experience leading teams and managing performance, ideally in a unionized environment.

- Experience developing and implementing DE&I and/or accessibility initiatives is preferred.

Knowledge and Skills:

- In-depth understanding of W̱SÁNEĆ culture, governance, and community values.
- Strong knowledge of Indigenous rights, UNDRIP, reconciliation principles, and best practices in Indigenous engagement.
- Familiarity with employment and human rights legislation relevant to Indigenous hiring and accessibility.
- Strong written and verbal communication skills with an ability to communicate effectively across cultures.
- Demonstrated political and cultural acumen, with high emotional intelligence.
- Proven ability to build and maintain trust-based relationships with diverse internal and external stakeholders.
- Strong leadership, project management, and analytical thinking skills.
- Experience with organizational engagement tools and practices (e.g., Gallup engagement surveys).
- Proficiency in business English and commonly used software and reporting systems.

VAA is part of the federally regulated air transportation sector and employees must abide by any potential future federally mandated health measures (e.g. COVID-19 vaccination/booster shots).

Please refer to the job description on [VAA's website](#) for a full list of duties and responsibilities.

VAA Values

VAA has an incredibly bright future ahead and its success depends entirely on our team of very talented, dedicated staff. We want to ensure VAA is an environment where our people thrive and is an organization where people are proud to work, where our culture is admired and where career aspirations are fulfilled. At VAA we're proud to be living our Values:

People	We work as a team, supporting and respecting one another to bring out the best in each of us.
Excellence	We lead in safety, quality, and innovation to create exceptional experiences.
Integrity	We ensure that honesty, equity, and accountability are the cornerstones of everything we do.
Community	We foster meaningful relationships through service excellence and responsible stewardship.

Applications:

Interested applicants may submit their Cover Letter and Resume quoting Competition #2025-12 by **4:00 pm, Friday, June 13th, 2025** [using this link](#).

VAA is located on the homelands of the W̱SÁNEĆ People and as a result, qualified self-identified Indigenous applicants are encouraged to apply and may be given preference during the recruiting and selection process.

VAA values inclusion and accessibility and is committed to providing reasonable accommodations for applicants and employees with disabilities. If reasonable accommodation is needed to take part in the job application or interview process, please contact humanresources@yyj.ca.

Please ensure your application clearly identifies how you meet the education, experience, and knowledge requirements stated in the job description. Eligibility to work in Canada and the ability to maintain airport security clearance (RAIC) are essential.

We sincerely appreciate the interest of all applicants; however, only those selected for further consideration will be contacted.