

## **Expression of Interest: National Children’s Chiefs Commission Negotiation Team**

The National Children’s Chiefs Commission (“**NCCC**”) is seeking expressions of interest from qualified individuals to serve on a negotiation team tasked with ending Canada’s discriminatory practices in First Nations child and family services (“**FNCFS**”) and Jordan’s Principle. This team will work under the direction of the NCCC to negotiate long-term reform agreements that uphold First Nations’ Inherent, Aboriginal and Treaty rights and responsibilities and advance the physical, emotional, spiritual and cognitive well-being of First Nations children and families. The NCCC is committed to a transparent process that includes the voices of all First Nations.

### **Key Objectives:**

- (i) Eliminate systemic discrimination in FNCFS and Jordan’s Principle, ensuring it does not reoccur. This includes addressing structural inequities and adhering to all applicable Canadian Human Rights Tribunal (CHRT) orders.
- (ii) Establish needs-based funding arrangements that are evidence-informed and defined by First Nations.
- (iii) Ensure that any long-term reforms are First Nation-led and reflect the needs of First Nations children and families.
- (iv) Uphold the sacredness of First Nations children, youth, and families.
- (v) Preserve First Nations decision-making in governance structures, including the guidance of youth and FNCFS experts.
- (vi) Implement a step-approach to ending CHRT jurisdiction over long term reform implementation.

### **Responsibilities:**

- (i) Negotiate a long-term reform final agreement(s) for FNCFS and Jordan’s Principle.
- (ii) Ensure that the agreement is in accordance with the Assembly of First Nations Resolutions 40/2022, 60/2024, 61/2024, 88/2024, 89/2024, and 90/2024.
- (iii) Work collaboratively as part of a team, sharing responsibility for negotiation efforts, planning, coordination, and updates.
- (iv) Provide regular progress reports to the NCCC and First Nations leadership.
- (v) Present key deliverables to the NCCC for review and consideration.
- (vi) Ensure transparency and maintain independence from external influences that conflict with First Nations’ self-determination.

## **Required Expertise and Qualifications:**

- (i) Commitment to human rights and dignity, and the principles of reconciliation.
- (ii) Advanced knowledge of Indigenous law, Aboriginal and treaty rights, constitutional law, administrative law, human rights law, and complex multi-party negotiations.
- (iii) Experience in First Nations child well-being matters.
- (iv) Proven ability to engage meaningfully with Elders, youth, and community leaders, ensuring their voices are reflected.
- (v) Demonstrated experience in facilitating dialogue and consensus-building among multiple parties.
- (vi) Proficiency in articulating complex legal, policy, and technical concepts in accessible terms.
- (vii) Experience conducting negotiations within the context of active litigation and existing legal orders.
- (viii) A record of ethical conduct, free of conflicts of interest.
- (ix) Understanding of the UN Declaration on the Rights of Indigenous Peoples.
- (x) UN Convention on the Rights of the Child.
- (xi) Understanding of the Truth and Reconciliation Commission's Calls to Action.
- (xii) Knowledge of Jordan's Principal implementation.
- (xiii) Experience with the *First Nations Child and Family Caring Society of Canada et al. v. Attorney General of Canada (for the Minister of Indian and Northern Affairs Canada)* CHRT orders, particularly 2016 CHRT 2, 2018 CHRT 4, 2021 CHRT 41, and 2022 CHRT 8.
- (xiv) Demonstrated cultural and linguistic competency, including a deep understanding of First Nations governance structures, protocols, languages, and decision-making processes.

## **Team Roles:** The negotiation team will include:

- (i) Rotating Spokesperson: To communicate the team's positions and progress.
- (ii) Negotiation Team Members: To share responsibility for negotiation efforts.
- (iii) NCCC's Legal Team: To provide legal advice.

- (iv) Technical Experts: To offer specialized knowledge, data, analysis, and evidence-based information.
- (v) Support Team: To provide strategic support.
- (vi) Secretarial Support: To manage administrative and logistical functions.

**Application Process:** Interested candidates are invited to submit an expression of interest that includes:

- (i) A concise resume highlighting relevant experience and qualifications.
- (ii) A concise cover letter outlining your interest in the position and demonstrating how you meet the required expertise and qualifications.
- (iii) Contact information for three references.

**Submission:** Please submit your expression of interest to [Secretariat@OurChildrenOurWay.ca](mailto:Secretariat@OurChildrenOurWay.ca) by February 14, 2025.

The NCCC is committed to ensuring a diverse and inclusive team that represents the interests of all First Nations. We encourage all qualified candidates to apply.