



Indigenous Law Research Unit
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About the Opportunity

Housed at the University of Victoria's Faculty of Law and directed by Dr. Val Napoleon, the Indigenous Law Research Unit (ILRU) is an organization dedicated to the revitalization of Indigenous law and governance. Our vision is for Indigenous laws to be used, researched, taught and theorized about just as the other great legal traditions of the world are today. We see the revitalization of Indigenous law and governance as necessary to re-build deliberative democracy and respectful relations in and across communities, societies and legal orders in Canada and around the world.

Centering relationships in our practice, we work collaboratively with and for Indigenous communities, on their terms, to engage with, articulate, and implement Indigenous laws. We develop and use innovative and diverse research methods and are transparent and rigorous in our work, so that Indigenous laws can be accessed, understood and applied today. Our work spans a broad scope of legal questions, such as water, child welfare, dispute resolution, citizenship and justice, and we involve a diversity of Indigenous legal traditions in our practice. We foster broad and critical engagement with Indigenous law by developing academic and public legal education materials and by convening conversations about critical Indigenous legal issues, including the intersections of Indigenous law and pedagogies, feminism and gender, human rights, deliberative democracy and citizenship. We provide presentations and training to a range of audiences seeking to engage with Indigenous law and legal research.

We are committed to justice, diversity, equity and inclusion in both our hiring practices and job environment. We are committed to building and maintaining an employment environment that is welcoming to people who bring other ways of seeing, knowing and communicating the mandate of our work. We strongly encourage people who identify as Indigenous, women, people of colour, LGBTQQIP2SA individuals and members of diverse communities to apply for this job. Our priority is to hire a person who identifies as Indigenous for this position.

About the Role

This is a full-time, one-year contract position to work alongside the whole ILRU team on different ILRU projects in a collaborative, dynamic environment. Our team is a mix of Indigenous and non-Indigenous academics, legal professionals, researchers, and students, all committed to working co-operatively to fulfill ILRU's goals and imaginary.

As an ILRU researcher, you play an integral role in all aspects of ILRU's vision. In your position, you develop the resources that support the ongoing work of revitalizing Indigenous law and governance in Indigenous communities today. You engage rigorously and systematically with research materials in conversation with the team and community members. You nurture the day-to-day relationships that ILRU has with its Indigenous community partners through respectful and serious conversations about Indigenous law. You communicate clearly with

community members, professionals, students, funders, and governments about different aspects of ILRU's project work. You develop diverse materials that support broad, critical engagement with Indigenous law in the law school and beyond (i.e. toolkits, short papers, and comprehensive reports). You present and co-facilitate workshops in community, academic, and public settings.

You can think critically, analytically, and creatively and are highly skilled at legal research, writing, and editing. You can express complex ideas in clear ways, and flex your communication style to engage with diverse audiences, based on your intercultural knowledge and understanding, and your own experience. You can build and foster accountable relationships based on trust, reliability, and clear communication, and you enter conversations with others as both a learner and as a professional.

Your work is grounded in a solid knowledge of and commitment to social justice. You have a strong commitment to identifying and challenging colonialism and institutional and structural oppression, such as racism, sexism, homophobia, and transphobia. You are committed to continuous learning and self-reflection, which includes the ability to both provide and receive supportive critical feedback. You can meet the ethical, legal, and trauma-informed standards and practices necessary to fulfill ILRU's mandate.

You can co-develop accessible, understandable, and organized resources on your own and with a team, attending to detail and quality without losing sight of the big picture. You are self-driven, particularly in a remote-work setting. You are highly organized, a skilled planner and project manager, and you can prioritize your work to meet deadlines. You are also flexible and adaptable as priorities shift. You have familiarity with online digital engagement tools used for convening conversations, or a willingness to learn them, and are comfortable working remotely.

Responsibilities

Please note: we acknowledge the list of responsibilities may seem daunting for potential candidates. We encourage applicants who, while not able to handle all of these responsibilities from day one, can demonstrate they have the potential to grow into all of them. We commit to creating an environment that will support such growth.

ILRU Project Research 60%

- Works with community partners and the ILRU team to develop research questions, research agreements, budgets, deadlines, and work plans.
- Identifies, reviews and organizes research materials for major collaborative research projects, in conversation with community partners.
- Conducts superb and rigorous primary and secondary research on a range of legal issues from different Indigenous legal traditions on diverse legal questions to draw out legal principles, practices and processes.
- Builds and maintains relationships with potential and existing Indigenous partners.
- Designs and co-facilitates community engagement, focus group, and validation sessions to draw out community knowledge relating to research projects.

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- Synthesizes what is learned through secondary resources and conversations with communities in order to build accessible, understandable, and organized reports, legal frameworks and other project-specific outputs.
- Co-facilitates large community workshops on ILRU methods and methodologies with an eye to making ILRU's work accessible and transparent.
- Tracks and evaluate outcomes, and contributes to grant writing and reporting.
- Liaises with the University Office of Research Services and Contracts Offices regarding ILRU's contracts and research applications on specific projects.
- Co-develops and maintains ethics certificates on ILRU projects, in conversation with the University of Victoria Research Ethics Board.
- Develops expertise in different research methods and methodologies and other research outcomes.

Legal Education and Outreach 30%

- Works with the rest of the ILRU team to prepare and co-facilitate workshops and presentations on Indigenous law in diverse settings.
- Co-develops accessible and engaging public legal education materials on Indigenous Law or Critical Indigenous Legal Issues.
- Develops new research ideas and pedagogical tools, approaches and outcomes.
- Presents on ILRU's work and vision in public, professional, academic, and community settings.

Mentorship of Students 10%

- Guides and supports students with legal analysis, including evaluation of project work to ensure it meets ILRU's standards.
- Supports student researchers with achieving work plans, trouble-shooting obstacles, regularly reviewing and providing feedback on work and editing work.
- Guides and supports students in learning methodological approaches used by ILRU for Indigenous Law research.

Skills, Qualifications and Experiences

Required:

- A J.D. or LL.B.
- Previous work experience in a legal, case management, and/or academic setting.
- Superb legal research, writing, editing, verbal communication, and critical thinking skills, with the ability to communicate complex ideas in accessible ways.
- Previous lived or work experience building positive working relationships in Indigenous communities or with Indigenous people.
- Previous lived or work experience engaging with Indigenous knowledge and/or methodologies and methods.
- Previous experience preparing and writing documents such as papers and reports.
- Personal commitment to identifying and challenging colonialism and institutional and structural oppression, as well as commitment to justice, equity, diversity and inclusion.

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- Superb relationship-building and interpersonal skills, with comfort navigating difficult conversations and new learning.
- Comfort navigating digital engagement tools, particularly while COVID-19 restrictions continue.

In addition, you have experience, knowledge and ability in some of the following:

- Previous experience presenting and/or communicating information to diverse audiences.
- Training or experience in ILRU's methodologies and methods.
- Experience with interviewing or facilitating conversations, particularly in Indigenous communities.
- Experience using research methods and critical frameworks from different disciplines.
- Experience with teaching, facilitation and public speaking.
- Experience developing and/or delivering curricular materials.
- Experience supervising students.

As a result of the nature of the duties and responsibilities of this position, occasional evening and weekend work may be required. Due to the COVID-19 pandemic, remote work is available for the duration of this contract. However, as a result of the community engagement aspect of this position, travel will be required once it is safe to do so. Preference will be given to applicants closer to territories of the Ləkʷəŋən-speaking and W̱SÁNEĆ peoples (Victoria) and/or those who are closer to the Pacific Time zone (to enable team work).

Compensation

This is a one year, full time, contract position. The position is 35 hours per week, with a yearly salary range of \$62,000-\$72,000 per year, subject to experience. It includes 10 days of paid vacation in addition to university closures between December 25 and January 1, coverage of law society practice fees, and some extended health and other benefits following a waiting period. Applicants interested in a four-day/week position are also welcome to apply.

How to Apply

Submit your application, including cover letter and resume or CV, with the subject line "Application for ILRU Researcher" to ilru@uvic.ca Please do not call us.

Only those candidates who are short-listed will be contacted. Applications will be reviewed starting December 4. The call for applications will remain open until the position is filled.

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