

TITLE: STUDENT RESEARCH OFFICER

CLASSIFICATION: COOP LEVEL 2 OR EQUIVALENT

JOB OVERVIEW

BC's Office of the Human Rights Commissioner (BCOHRC) exists to address the root causes of inequality, discrimination and injustice in B.C. by shifting laws, policies, practices and cultures. We do this work through education, research, advocacy, inquiry and monitoring.

The Student Research Officer will work under the supervision of a Staff Lawyer to provide legal research assistance to the Legal Department and other Departments at BCOHRC. It is anticipated that the Student Research Officer will be assigned a major research project to be concluded during their employment with BCOHRC that focuses on one or more of the following: Indigenous legal systems and human rights; poverty as a cause and consequence of discrimination; detention by the state; the rise of hate and white supremacy in B.C. , and/or; emerging issues in human rights law. In addition, the Student Research Officer will assist with tasks related to the day-to-day work of BCOHRC, including research to support interventions before the BC Human Rights Tribunal or other administrative tribunals and courts, holding inquiries, and providing legal support to all of BCOHRC's departments.

ACCOUNTABILITIES

- Assumes primary responsibility for one major research project during the term, the subject of which will be determined considering BCOHRC's needs at the outset of the successful candidate's employment;
- Conducts legal research using legal databases for the Legal Department's projects and for assignments associated with projects of BCOHRC generally;
- Participates on project teams, both within the Legal Department and BCOHRC more broadly;
- Prepares memorandums, presentations, briefing notes, and other documents on various issues related to advancing human rights in B.C.
- Drafts case summaries of recent Human Rights Tribunal decisions or decisions related to advancing human rights in B.C.
- Conducts research into and synthesizes current academic research/thought related to human rights law in B.C.
- Ensures security of confidential and restricted documents and information.

JOB REQUIREMENTS

EDUCATION AND EXPERIENCE

- Successful completion of all required first year law school courses.
- Experience working in an environment that supports or promotes human rights, equality and justice (for example, through paid/volunteer work or education).

- Successful completion of security screening requirements of the BC Public Service, which may include a criminal records check, and/or Criminal Records Review Act (CRRRA) check, and/or enhanced security screening checks as required.

Preference may be given to applicants with the following:

- Completion of courses or course work in domestic human rights law, Indigenous law and legal systems, international human rights law, or administrative law.
- Preference may be given to applicants who are Black, Indigenous, or People of Colour (BIPOC); Peoples with diverse gender identities or expressions; and/or, People with disabilities.

KNOWLEDGE, SKILLS, AND ABILITIES

- Commitment to and demonstrated passion for human rights.
- Demonstrated ability to communicate detailed legal information accurately, clearly, and concisely.
- Project management skills.
- Experience doing legal research.
- Ability to function effectively and with flexibility in a dynamic environment with shifting priorities and tight deadlines
- Superior verbal and written skills.
- Ability to work in a dynamic start-up environment with evolving priorities.
- Ability to exercise a high degree of discernment, tact and diplomacy in dealing with issues that may involve communication of information that could have a significant impact on the image and credibility of the BCOHRC.
- Understanding of and commitment to the mandate, role and legal authorities of the BCOHRC.
- Ability to work with a multidisciplinary team.
- Excellent research, analytical, and writing skills.
- Must be able to work independently.

BEHAVIOURAL COMPETENCIES

- **Listening, Understanding and Responding** is the desire and ability to understand and respond effectively to other people from diverse backgrounds. It includes the ability to understand accurately and respond effectively to both spoken and unspoken or partly expressed thoughts, feelings and concerns of others. People who demonstrate high levels of this competency show a deep and complex understanding of others, including cross-cultural sensitivity.
- **Concern for Image Impact** is an awareness of how one's self, one's role and the organization are seen by others. The highest level of this competency involves an awareness of, and preference for, respect for the organization by the community.

For more information on competencies, see

[Competencies in the BC Public Service](#)

[BC Public Service competencies list](#)

[Indigenous relations behavioural competencies](#)

Date: January 11, 2021