



Job Profile:

Director of Emerging Information and Privacy Technologies

Classification:	Band 4	Position:	NEW
Reports to:	Commissioner	Location:	Victoria

Context

The Office of the Information and Privacy Commissioner (OIPC) provides independent oversight and enforcement of BC's access and privacy laws under the Freedom of Information and Protection of Privacy Act (FIPPA) and the Personal Information Protection Act (PIPA).

The Director leads a cross-functional team of investigative, policy, and legal professionals to advance the Office's regulatory framework, workflows, and understanding of emerging technology so that the office can quickly respond to projects, legislation, and complaints about emerging information and privacy technologies. The Director will be responsible for recruiting members of this team, commencing with a Senior Investigator and a Senior Policy Analyst within the first year.

As a member of the Senior Leadership team this position provides expert advice and direction on emerging information and privacy technologies and establishes policies/frameworks/protocols that have impact across the office and province.

Accountabilities

- Provides strategic leadership, authoritative advice, and recommendations to the Commissioner and Deputy Commissioners based on specialized knowledge and expertise in information and privacy technologies in relation to access and privacy rights in British Columbia in both the private and public sectors.
- Formulates, implements and maintains oversight of the Office's Use of Emerging Technology strategy ensuring it supports efficiency/continuous improvement, evidence-based decision-making, policy development, and instills trust in the service delivery as well as the potential of emerging technologies.
- Leads a team that provides authoritative expertise to colleagues on files and investigations regarding access and privacy matters related to emerging information and privacy technologies.
- Develop public-facing guidance, internal policy resources and education materials for usage of emerging technology, promoting that initiatives respect people's privacy and rights while encouraging innovation and recognizing the potential benefits to public service delivery.
- Establishes goals and objectives across the emerging technologies team to achieve defined outcomes, including identifying performance targets and measuring performance at both employee and unit level.

Implements initiatives to improve performance.

- Supervises staff including assignment of work, monitoring workload of staff to ensure equitable distribution of work, approval of leave, identifies and addresses performance and training requirements, responds to conflicts and initiates disciplinary processes.
- Coordinating with other supervisors as team members provide support to other teams throughout the office, to ensure appropriate allocation of resources.
- Proactively anticipates and monitors emerging technology issues and trends, including in policy and legislative reform, and develops strategies to respond for Deputy Commissioner consideration.
- Develops and delivers public education and outreach training sessions, workshops, and seminars and undertakes public speaking engagements on access and privacy rights and obligations. Represents the office on national and international projects, committees and conferences.
- Identifies opportunities and maintains effective working relationships with a number of external stakeholders, including public bodies and private organizations, provincial and federal counterparts, and the general public.
- Remains current on FIPPA, PIPA and emerging information and privacy protection legislation, regulations and policies within British Columbia, and in other jurisdictions and keeps up-to-date on related jurisprudence and case law, applying this knowledge in the delivery of duties and responsibilities.
- Represents the team at OIPC Senior Leadership Team meetings and manages collaborative relationship with executive team.

Qualifications

Education and Experience:

- University Degree in a related field (e.g. Law, Joint Juris Doctor/Indigenous Law, Public Administration, Indigenous Business and Public Administration, Political Science, Public Policy, Computer Science, etc.).
- Proven expertise in technology, and policy development, with strong knowledge of emerging technology issues related to privacy and/or transparency, such as: AI, cybersecurity, data governance, quantum computing, surveillance technologies and digital transformation.
- Minimum five plus years of work involving implementation of, or familiarity with, the *Freedom of Information and Protection of Privacy Act* (FIPPA) and/or the *Personal Information Protection Act* (PIPA) and/or evaluating compliance with FIPPA or PIPA or similar statute.
- Three years of experience supervising staff, leading project teams, and/or advising a team of professionals in the conduct of research, audits or investigations or the development and implementation of complex projects; including the assignment of work, and oversight of performance.
- Experience working with a broad cross-section of the public and/or private sectors.
- An equivalent combination of education and experience may be considered.

Preference may be given to applicants with the following:

- Experience or formal education in policy or legislation development related to AI and automated decision-making.

Knowledge, Skills and Abilities:

- Comprehensive knowledge of privacy and transparency laws and principles and the mandate of the Information and Privacy Commissioner.
- Knowledge of the latest trends, developments, issues, legal decisions and precedents relating to access to information and protection of privacy.
- Comprehensive knowledge of the benefits and privacy challenges related to evolving technologies such as genomics, agentic AI, quantum computing, complex surveillance systems, and digital health tools.
- Knowledge of the rules of natural justice and administrative fairness.
- Understanding of the risks, ethical and fairness considerations associated with AI in public service delivery.
- Effective written and oral communication skills and the ability to communicate complex ideas clearly and concisely in written reports and correspondence and in discussions with colleagues, executive, and senior public officials.
- Proven ability to work independently and manage a diverse and demanding workload.
- Proven ability to work effectively as part of a team and to develop effective working relationships with colleagues, complainants, and contacts in the assigned portfolios.
- Ability to act proactively as well as to use tact, discretion and sound judgement.
- Demonstrated commitment to diversity, equity, inclusion, reconciliation and accessibility and ability to contribute to fostering inclusion in the office.
- Ability to effectively build or foster an environment of psychological safety for staff.

A Criminal Record Check (CRC) will be required.

Competencies:

- **Solving problems creatively** involves knowledge and skills in fostering creative problem solving in the organization through critical reflection, problem analysis, risk assessment and rewarding innovation.
- **Communicating Effectively** involves good presentation skills (verbal and written), careful listening, problem framing and use of presentation technologies.
- **Building strategic alliances** involves knowledge and skills to engage in internal and external stakeholder analysis and to negotiate agreements and alliances based on a full understanding of power and politics.
- **Building team orientation** involves knowledge and skills in developing group identity, participative decision making and open and effective communication.
- **Developing Others** involves a genuine intent to foster the long-term learning or development of others through coaching, managing performance and mentoring.

- **Teamwork and Co-operation** is the ability to work co-operatively within diverse teams, work groups and across the organization to achieve group and organizational goals. It includes the desire and ability to understand and respond effectively to other people from diverse backgrounds with diverse views.
- **Organizational Commitment** is the ability and willingness to align one's own behaviour with the needs, priorities and goals of the organization and to promote organizational goals to meet organizational needs. It also includes acting in accordance with organizational decisions and behaving with integrity.

Indigenous Relations Behavioural Competencies:

- **Self-discovery and awareness** means understanding one's thoughts, feelings, values and background and how they impact the success of the interaction and relationship, or how they may influence one's work. It is recognizing one's own biases by tracing them to their origins, through reflection and by noticing one's own behaviour—and then intentionally seeking a way forward that positively impacts the interaction and relationship. It means maintaining new ways of thinking and acting when situations become difficult or uncertain, or in times of urgency.
- **Cultural Agility** is the ability to work respectfully, knowledgeably, and effectively with people from diverse backgrounds, including Indigenous people. It is noticing and readily adapting to cultural uniqueness in order to create a sense of safety for all. It is openness to unfamiliar experiences, transforming feelings of nervousness or anxiety into curiosity and appreciation. It is examining one's own culture and worldview, and the culture of the Office, and to notice their commonalities, and distinctions with other cultures and worldviews, including Indigenous cultures. It is recognition of the ways that personal and professional values may conflict or align with those of people from different cultures. It is the capacity to relate to or allow for differing cultural perspectives and being willing to experience a personal shift in perspective.

BC's Information and Privacy Commissioner

Promoting and protecting the information and privacy rights of British Columbians.

<http://www.oipc.bc.ca/>