

TransLink acknowledges with gratitude that our services operate on the unceded and traditional territories of the local First Nations in what is now known as Metro Vancouver.

As part of our commitment to Reconciliation, we are working to remove barriers, create inclusive workplaces, and build meaningful career pathways for First Nations, Inuit, and Métis Peoples within the transportation sector. We honour the histories, strengths, and contributions of Indigenous employees who help move people, communities, and our region forward every day.



Why Work at TransLink?

A workplace recognized for care, wellbeing, and sustainability

Recognized as a **BC Top Employer**, a two-time Canadian Workplace Wellbeing Award Winner, one of Canada's Best Diversity Employers, and one of Canada's Greenest Employers, TransLink fosters a workplace culture that values diversity, inclusivity, and innovation — including the voices, cultures, and contributions of Indigenous Peoples.

One enterprise. Many opportunities.

We are dedicated to building a diverse workforce that reflects the vibrant community we serve.

An inclusive workplace where you belong

We are committed to a diverse, inclusive workforce that reflects the communities we serve and encourage applications from people of all backgrounds, including:

- Indigenous Peoples
- People of colour
- All genders and identities (2SLGBTQIA+)
- Persons with disabilities

Our commitment to Indigenous inclusion

Guided by our Indigenous Relations Guiding Principles, we strive to:

- **Respect** Indigenous history, culture, and knowledge
- **Create pathways** for meaningful careers and growth
- **Engage** honestly and respectfully with Indigenous communities
- **Celebrate** Indigenous events, initiatives, and partnerships

Indigenous Career Pathways

Join Our Team

We welcome Indigenous applicants across all departments. We're always actively recruiting for the following positions:

Office & Corporate Roles

- Executive Assistant
- Talent Acquisition Coordinator
- Payroll Coordinator
- Planner
- Corporate Marketing / Communications
- Financial Analyst
- Indigenous Relations Specialist

Frontline & Customer-Facing Roles

- Community Shuttle Operator
- Conventional Transit Operator
- SkyTrain Attendant
- Customer Information Agent
- Customer Information Clerk
- Marine Attendant
- Depot Coordinator

Technical Roles

- Electrician
- Vehicle Technician
- Heavy Duty Mechanic
- Auto Body / Collision Technician
- Power Technician
- Guideway Technician
- Pre-Apprentice Trainee

My Voice: Elain T. Bob

“As an Indigenous employee since May 2003, I have been able to get back in touch with my roots, thanks to the Indigenous Employee Resource Group (Indigenous-ERG). My father took my family off reserve when I was very young to help us get a better education and fit into society, which was good and bad... yes, I received a better education but lost all connection to my Indigenous roots. On the other hand, this move kept me safe from the 60's Scoop.

I feel working for TransLink is one of the best organizations to work for because they not only care for the environment but also honour all cultures.

I urge all to join ERG to participate and learn more about Indigenous Relations, to better understand the meaning of Truth and Reconciliation... There is much to learn, even for myself as an Indigenous woman.

I am hugely impressed, with how TransLink has embraced Indigenous Art and honoured all cultures.”



Belonging, Support, and Growth

Indigenous perspectives enrich TransLink, bringing unique insights, fostering holistic problem-solving, and inspiring community-centred solutions across the enterprise.



Explore Our Comprehensive Benefits

We offer a range of benefits to support employees’ health, wellbeing, and work-life balance. All employees receive a Compass Card, and many positions offer flexible work arrangements.

Our comprehensive benefits packages* may include:

- Extended health, dental, and vision coverage
- Mental health and well being resources, including Employee & Family Assistance Program, Elder Support Services and coverage for registered counselling.
- Disability and Life Insurance
- Coverage for out-of-province/country medical emergencies
- Defined Benefit Pension Plan
- Paid vacation
- Transit pass for employees and up to two eligible family members (restrictions apply)
- Gym access and fitness programming
- PPE, tool allowance, and coveralls for trades positions

*Eligibility and coverage vary by employment status, position, and union/non-union affiliation.

Indigenous-Specific Supports

To further support Indigenous employees, TransLink provides programs* that foster cultural connection, growth, and inclusion:

- **Join the Indigenous Employee Resource Group** — connect with colleagues, share experiences, and lead Reconciliation-focused initiatives. Engage in cultural learning, professional development, peer support, and leadership opportunities.
- **Participate in the Elders Circle** — receive guidance, and teachings from Indigenous Elders to enrich workplace culture and support decision-making.
- **Use WeCare Days** — take up to five paid days for cultural, ceremonial, or spiritual activities that honour your heritage.
- **Access Indigenous Support Services** — benefit from culturally appropriate mental health support, including up to one hour with an Elder or Knowledge Keeper.
- **Claim the Tax Exemption Benefit** — Status First Nations employees who work from home on-reserve or on treaty lands may submit the TD1-IN form to have income tax withheld at source waived, increasing take-home pay.

*Eligibility and coverage vary by employment status, position, and union/non-union affiliation.

Career Growth and Development

TransLink invests in your success with mentorship from Indigenous leaders, access to Leadership Development programming for exempt, Indigenous employees, internal mobility and professional learning, and culturally grounded wellness resources.

Start Your Career With Us



For more information on our hiring process, please visit our website at translink.ca/careers

Job Application Assistance

Accommodations are available upon request for candidates participating in all aspects of the selection process. For a confidential inquiry, simply email us at jobs@translink.ca.

Have questions?

We are here to help you navigate your career path: jobs@translink.ca.

Explore Reconciliation in Action at TransLink

Discover TransLink’s reconciliation initiatives, Indigenous art projects, language revitalization efforts, and more here: translink.ca/indigenousrelations

Artist Highlight

The artwork in this brochure was created by father-daughter artist duo Christopher Overes & Tamia Overes from Tsleil-Waututh Nation. Their collaborative practice is rooted in intergenerational storytelling, Coast Salish visual language, and community connection.

Moving Forward Together

Indigenous Careers at TransLink

Be part of our story.
Shape the future with us.

translink.ca

