



PATHWAYS
EXECUTIVE SEARCH



Chief Executive Officer



FIRST NATIONS
MAJOR PROJECTS
COALITION

The **First Nations Major Projects Coalition** (FNMPC) is seeking a new **Chief Executive Officer** (CEO). The FNMPC is a national non-profit organization that provides its 200+ First Nation members with access to tools, knowledge, and advice used to make free, prior, and informed business and environmental decisions about First Nation involvement and participation in major natural resource and infrastructure projects. The successful candidate will provide overall leadership to the organization, overseeing strategy, people, and operations to achieve the FNMPC's mission. The CEO will drive financial independence, mature organizational capacity, and empower members through knowledge transfer, convening power, and thought leadership. Acting as a trusted voice for members, the CEO will build and sustain relationships with First Nations communities, government, industry, and international partners, ensuring that economic reconciliation and member priorities remain at the heart of FNMPC's work.



The Organization

The First Nations Major Projects Coalition is a national 200+ collective group of First Nations made up of elected councils, hereditary Chiefs, Tribal Councils, and Development Corporations, who have made the decision to come together to advance their shared interests of participating, and where appropriate, gaining equity positions in the major projects taking place in their territories.

The FNMPC believes economic opportunities must go hand in hand with environmental stewardship, which is why the FNMPC also provides technical support to First Nations in conducting impact assessments and environmental reviews in accordance with their laws and values. The FNMPC is paving the way for a brighter future in this country, one that will bring about positive outcomes in terms of Indigenous peoples having a greater role in the economy and in terms of the environmental legacies they will leave for the enjoyment of future generations.

The Organization continued

Vision

FNMPC members asserting influence while guiding and participating as full partners in the development and protection of our lands and territories.

Mission

The FNMPC works to safeguard our air, land, water, and medicine sources from the impacts of resource development; advocates that members receive a fair share of benefits from projects undertaken in their traditional territories; and explore ownership opportunities of projects proposed in members' traditional territories.

Operating Principles

In the spirit of the Truth and Reconciliation Commission's Calls to Action, FNMPC collaborates with industry in the spirit and intent of #92 that calls upon the corporate sector in Canada to adopt the United Nations Declaration on the Rights of Indigenous Peoples as a reconciliation framework and to apply its principles, norms, and standards to corporate policy and core operational activities involving Indigenous peoples and their lands and resources. As such, FNMPC operates under the following principles:

Member-Driven: The FNMPC values its members' decision-making authority on all matters.

Neutrality: The FNMPC values providing independent, neutral, non-political, trusted, and fact-based information to its members.

Unbiased: The FNMPC values being project and industry agnostic. FNMPC will not advocate for or against a particular industry or project.

Non-Profiting: The FNMPC will not take a financial interest in the outcome of projects for which it becomes involved in at the request of its members.

Maximizing Value: The FNMPC supports its members by providing innovative approaches to overcome historical barriers that have precluded First Nations from participation and influence in the economy.

Collaboration: The FNMPC believes that we are stronger together and benefit by increasing members' leverage when we all come together towards a common objective.

Non-Political: The FNMPC does not take political positions, nor does it get involved in issues concerning Treaty rights, territorial boundaries, or issues of rights and title generally.

The Organization continued

Strategic Goals

The seven broad goal areas for the FNMPC from 2022-2027 include:

1. Supporting Members
2. Achieving Funding Stability
3. Expanding Service Offerings
4. Addressing Internal Capacity
5. Advancing Projects and Influencing Public Policy
6. Convening First Nations, Government, and the Private Sector
7. Incorporating Culture

Read the strategic plan [here](#), read the latest annual report [here](#), and learn more about FNMPC at fnmpc.ca.

Governance

The FNMPC Board of Directors is appointed by FNMPC members to serve two-year terms. The Board is responsible for governing the FNMPC, including approving annual work plans and budgets, and overseeing the Chief Executive Officer's performance. The FNMPC Bylaws outline the board appointment process.



The Role

Reporting to, and working closely with, the Board of Directors, the **Chief Executive Officer (CEO)** is accountable for developing and executing the strategic plans that achieve the purpose and mission of the **First Nations Major Projects Coalition (FNMPC)**. Providing overall leadership to the organization, the CEO oversees people, operations, and funding relationships to ensure the Coalition sustainably meets its objectives and delivers value to members.

With a strong national profile, the CEO is a strategic leader and operator who guides transformational growth while advancing economic reconciliation. The CEO plays a pivotal role in shaping and communicating the vision, driving financial independence, and expanding organizational capacity, while empowering members through knowledge transfer and convening power.

An accomplished relationship builder, the CEO maintains deep connections with First Nations communities, government, industry, and international partners. Acting as a credible voice for members, the CEO represents FNMPC with integrity, humility, and influence, and ensures that members' needs are consistently reflected in decision-making and advocacy.

The CEO partners closely with the Executive Chair to present a unified leadership voice and ensure alignment on organizational priorities, strategy, communications, and stakeholder engagement. They lead the organization's internal operations, culture, performance, and execution, while supporting key external relationship-building, reputation management, and strategic communications activities. The CEO fosters strong communication and collaboration between the Executive Chair, Board, and leadership team to maintain a clear division of responsibilities while reinforcing a cohesive and united organizational presence.

Responsibilities

The CEO contributes to FNMPC through the following responsibilities:

Leadership, Strategy and Vision

- In collaboration with the Board of Directors, the Executive Chair and key stakeholders, develop the vision for FNMPC that will guide the organization and engage and inspire members, employees, contracted service providers, funders, and other stakeholders.
- In collaboration with the Board of Directors and the Executive Chair, develop the strategic plan that will chart the course for FNMPC's future.
- Develop annual operating plans to achieve the goals of FNMPC as outlined in the strategic plan and oversee the execution of the operating plans.
- Provide organization-wide leadership ensuring alignment between strategy, service delivery, and organizational stewardship.
- Be a leader among leaders who offers a collaborative rather than a directive approach.
- Provide leadership and vision to advance the operational affairs of the organization.
- Promote and uphold the FNMPC vision, mission, operating principles, and values.
- Demonstrate a continual commitment to serving the needs of the organization's national First Nation membership.
- Foster and maintain positive relations within FNMPC internally and with all members and partners.
- Represent FNMPC at relevant events, meetings, conferences, and speaking engagements.
- Promote innovation and creativity in all areas of the work at FNMPC.

Operations, Organizational Structure, and Management

- Lead and collaborate with the senior management team to translate the strategic plan and other board directives into operational plans that can be implemented by staff and contracted professionals.
- Provide executive leadership to the organization, ensuring that management structures, resources, and capacity are in place to achieve strategic objectives.
- Ensure that roles, responsibilities, and accountabilities are clearly defined and understood across the organization.

Responsibilities continued

Operations, Organizational Structure, and Management

- Provide strategic leadership and executive oversight for major, high-value, and complex project negotiations, ensuring alignment with FNMPC's strategic objectives, governance framework, and risk tolerance.
- Ensure that effective policies and procedures are developed, implemented, and followed with respect to Human Resources, Finance, Member Services, Communications and Outreach, and Information Management.
- Oversee, recommend and develop the legal structure required for the organization and any start-ups housed under the FNMPC umbrella.
- Maintain accountability for overall service effectiveness to members.

Financial Oversight, Compliance, Governance & Risk Management

- Hold accountability for FNMPC's financial management, accountability, and financial risk management.
- Seek out opportunities for new funding resources and revenue streams including own source revenue.
- Negotiate funding agreements with different funders, including government, foundations, corporations, etc.
- Serve as the key FNMPC official on all FNMPC funding agreements, contracts, and any other agreements.
- Review and ensure that all external funding reporting requirements (financial and non-financial) are met.
- Ensure adherence to legal guidelines and in-house policies.
- Develop, prepare, and ensure that all board and committee packages are circulated in a timely manner.
- Oversee and ensure the relevance of the organizational risk management plan.

External Relations & Communications

- Work in complementary partnership with the Executive Chair, who holds primary responsibility for external leadership, stakeholder relations, advocacy, and organizational profile, ensuring clear accountability and a coordinated approach to governance and leadership.
- Ensure FNMPC's brand, reputation, and relationships are advanced through aligned leadership, strategic messaging, and consistent engagement with internal and external stakeholders.
- Serve as FNMPC's spokesperson and senior representative in high-level negotiations, government relations, industry engagement, and strategic partnerships.

Responsibilities continued

External Relations & Communications

- Serve as the main point of contact for external and media relations and support all stakeholders who have developed a relationship with FNMPC.
- Build and maintain strong relationships with stakeholders and represent FNMPC at various tables, including Federal and Provincial Governments and industry partners.
- Lead the FNMPC's annual conference with the goal of building relationships and increasing sponsorship revenue.
- Keep informed of industry and market trends.
- Oversee and provide strategic input on the organization's communications both internally and externally.

Success Indicators

The following elements will be key to organizational success.

- **Long-Term Financial Sustainability:** Long-term financial sustainability is strengthened through diversified funding, strong funder and partner confidence, and Board-aligned financial strategy.
- **Membership Engagement and Growth:** Membership engagement and growth are advanced through a clear strategic direction, external advocacy, and alignment of services to member priorities.
- **Leadership & Public Influence:** FNMPC's profile, credibility, and influence are strengthened through effective executive leadership, senior-level representation, and thought leadership.
- **External Relations & Strategic Partnerships:** Strategic relationships with governments, funders, and industry partners are strengthened, supporting funding, advocacy, and long-term organizational objectives.
- **Organizational Effectiveness, Executive Alignment, & Team Performance:** The organization operates as a coherent enterprise, with strong alignment between strategy, governance, service delivery, and administrative systems through effective senior management collaboration. FNMPC's team (staff and contracted professionals) are enabled to execute and collaborate effectively on Board-approved annual work plans.
- **Board & Governance Effectiveness:** The Board is well supported to fulfill its governance role through clear strategic advice, high-quality information, and effective CEO-Board relationships.



The Candidate

The ideal candidate is an experienced operational leader with strong business and financial acumen, sound judgment, and the ability to navigate complexity across multiple interests and priorities. They demonstrate a clear commitment to serving First Nations, build trust through respectful and accountable engagement, and bring strong communication skills and a deep understanding of Indigenous contexts, grounded in cultural awareness, humility, and respect.

The CEO balances strategic thinking with hands-on execution, driving consistent, high-quality service delivery while fostering accountability, collaboration, and continuous improvement. They are comfortable operating in ambiguity and bringing structure to a dynamic and evolving environment.

The CEO ensures that strategy is translated into high-quality member services and that internal systems, governance, and controls support effective delivery. The CEO is one of two designated spokespersons for FNMPC and is responsible for senior-level relationships with funders, governments, industry, and strategic partners.

Education and Experience

Indigenous Perspective/Foundations

- Extensive experience working with Indigenous communities and organizations.
- Lived experience in, or a demonstrated close connection with, First Nations communities, cultures, and ways of knowing.
- Understanding of First Nations/community-based governance structures, leadership roles, and decision-making processes.

Western Ways

- 10+ years of experience in a senior management role for public and/or private sector entities.
- Extensive experience working with a Board of Directors and working collaboratively to develop and implement comprehensive strategic plans.
- Bachelor's degree in Business Administration/Management, First Nations Studies, Aboriginal Law, or a related field, or an equivalent combination of relevant experience, skills, and lived experience. Candidates who have developed comparable expertise through community leadership, Indigenous governance, cultural knowledge, or professional experience are encouraged to apply.
- Experience working with industry proponents and various levels of government (Indigenous, Provincial, Federal, Municipal).
- Experience building and leading a high-performing management team.
- Experience in generating new revenue streams, negotiating funding agreements and other corporate agreements, developing cost management strategies, and improving financial results.
- Experience negotiating complex major project/infrastructure agreements with successful outcomes.
- Working knowledge of the landscape of Indigenous Rights in Canada.
- Demonstrated ability in strategic planning, financial management, project management, budget development, policy development, risk management, and human resource management.

Compensation

The salary range for this role is \$275,000 to \$340,000, with an annual performance bonus.



The Application Process

To apply, please submit a Cover Letter and Resume directly to Pathways Executive Search by October 30th, 2026, outlining your interest, qualifications, and experience to Applications@PathwaysExecutiveSearch.com. Please include **FNMPCC – CEO** in the subject line.

For more details or questions, please contact:

LAURIE STERRITT • Managing Partner

Pathways Executive Search

Telephone: 778-838-4569

LaurieS@PathwaysExecutiveSearch.com

SAXON MILLER • Consultant

Pathways Executive Search

Telephone: 204-299-7054

SaxonM@PathwaysExecutiveSearch.com

Pathways Executive Search is an international executive recruitment firm, known for its ability to attract and recruit talent in culturally grounded ways. Guided by Indigenous values and principles of Indigenous inclusion, Pathways walks with those looking to broaden candidate pools, find qualified and experienced candidates, and live out their values and commitment to creating workplace cultures where people can thrive.