PATHWAYS
EXECUTIVE SEARCH



Chief Executive Officer

COAST SALISH
GROUP



Coast Salish Group is seeking a collaborative **Chief Executive Officer** with a proven track record of growing businesses to lead the expansion and furthering succcess of its portfolio. Reporting to the Board of Directors, the CEO will provide strategic, operational and financial leadership across a diverse portfolio of businesses, partnerships and development initiatives, while identifying and advancing new commercial opportunities that support the long-term prosperity and economic self-sufficiency of Stz'uminus First Nation.

Key details

- **Work Arrangement:** fully on-site
- **Location:** Stz'uminus First Nation, near Ladysmith, British Columbia
- **Position Type:** Full-time, permanent
- **Reports To:** Board of Directors
- **Compensation:** $120,000–$200,000, plus pension and benefits
- **Travel:** Regular local and regional travel, with flexibility for Board, community and stakeholder commitments outside regular business hours

The Organization continued

Coast Salish Group (CSG) is the economic development organization of **Stz'uminus First Nation** (SFN), a progressive, independent community that values its citizens, honours its traditions and embraces the future. Building a local economy that supports SFN's vision of becoming a self-sufficient Nation is at the heart of Coast Salish Group's work.

Since its establishment in 2008, Coast Salish Group has grown from its original economic development mandate into an increasingly diversified organization. Through strategic planning, business development, partnerships and investment, the organization has built a strong foundation for sustainable economic growth.

Today, Coast Salish Group oversees a diverse portfolio of companies, partnerships and revenue-sharing arrangements spanning real estate and property management, hospitality, petroleum services, marina operations, aquaculture, and other sectors. Together, these interests generate approximately $15 million in annual revenue and contribute to a growing economic base for Stz'uminus First Nation.

Oyster Bay Village is one example of Coast Salish Group's approach to economic development. Through careful planning, partnerships and phased development, it has grown to encompass commercial, petroleum services, hospitality and residential activities, creating sustainable, revenue-generating assets for the Nation.

With approximately 11 kilometres of waterfront, established commercial assets and significant potential for further growth and diversification, Coast Salish Group is now looking to build on that foundation and pursue the next generation of economic opportunities for Stz'uminus First Nation.

Learn more about the Coast Salish Group's current and planned activities in the Business Sectors and Future Projects sections of the **website**.

The Organization continued

Vision

Through investments, partnerships and developments, the Coast Salish Group has a vision to create a self-sufficient Nation.

Mission

Managing and steering First Nations' economic growth through planning, investments, partnerships and developments.

About Stz'uminus First Nation

Stz'uminus First Nation is a Coast Salish Nation whose people have lived around the Salish Sea for thousands of years. Its traditional territory on eastern Vancouver Island includes four reserves encompassing more than 1,200 hectares, much of it bordering the Strait of Georgia and Ladysmith Harbour. Today, the Nation has approximately 1,300 members, about half of whom live on reserve, and is guided by its ancestral and sacred knowledge and a commitment to building a prosperous and healthy Nation for current and future generations. Learn more **here**.

The Opportunity

Coast Salish Group is seeking a commercially minded and collaborative **Chief Executive Officer** to lead the organization through its next stage of growth. Reporting to the Board of Directors, the CEO will provide strategic, operational, and financial leadership across the organization and its diverse portfolio of businesses, partnerships, and development initiatives. This is both a growth and transition mandate, with an opportunity to build on a strong foundation while broadening the organization's commercial focus and identifying new business, investment, and partnership opportunities.

The CEO will work closely with the Board, Chief and Council, Nation administration, and community leadership, maintaining clarity between Coast Salish Group's commercial mandate and the Nation's broader governmental and community responsibilities. They will also help strengthen the organization's structure, team and internal capacity to support future growth.

The Opportunity

Success will require sound commercial judgement alongside cultural awareness, responsible stewardship, and a commitment to creating long-term economic benefit for Stz'uminus First Nation.

Key Responsibilities

Vision, Leadership & Strategic Planning

- Provide organizational vision and executive leadership for CSG in alignment with Board direction and SFN's long-term economic goals, values, and interests.
- Lead the development, implementation, and monitoring of strategic plans, ensuring priorities are translated into clear actions and measurable results.
- Balance long-term strategy with practical execution across a diverse portfolio of businesses and projects.

Governance & Board Relations

- Serve as the primary link between the Board of Directors and management.
- Support strong corporate governance through transparent communication, timely reporting, implementation of Board decisions, and compliance with the CSDC Terms of Reference and applicable corporate governance documents.
- Provide the Board with accurate, historical and forward-looking information on financial performance, operations, material risks, major investments, and strategic opportunities to support informed decision-making.
- Operate within the strategic direction established by the Board and any applicable ownership, shareholder, mandate, or governance direction established by SFN.

Financial Oversight & Risk Management

- Ensure the financial sustainability of Coast Salish Group by overseeing budgets, cash flow, financial performance, capital requirements, internal controls, and long-term financial planning.
- Secure funding, financing, and investment capital to support operations and development initiatives.
- Identify, monitor, and manage organizational and project-level risks.

The Opportunity continued

Key Responsibilities

Business Development, Projects & Assets

- Oversee major commercial developments, capital projects, assets, acquisitions, and partnerships to ensure alignment with CSG's approved strategic objectives and applicable Nation approval processes.
- Advance potential growth opportunities, including further development at Oyster Bay, strategic acquisitions and partnerships, opportunities associated with Nanaimo Airport, Cassidy and Ladysmith Harbour, and potential expansion into new sectors and markets.
- Identify, develop, and evaluate new business, investment, and partnership opportunities, and bring well-developed recommendations to the Board.
- Ensure projects are delivered responsibly, balancing commercial performance, risk, community benefit, and appropriate consideration of SFN lands, waters, resources, and community interests.
- Coordinate with SFN administration where CSG projects intersect with lands, land-use planning, infrastructure, housing, environmental stewardship, rights and title, reconciliation implementation, or regulatory matters.

Operations & Performance

- Provide strategic oversight of operations across all business units and subsidiaries.
- Ensure operational efficiency, effectiveness, and alignment with approved plans and budgets.
- Leverage existing staff capacity, systems, and external expertise to maintain continuity and performance.

People & Culture

- Lead, mentor, and support a high-performing management team.
- Foster a professional, accountable, and collaborative organizational culture.
- Support workforce development and meaningful employment, training, mentorship, succession, procurement, and member-business opportunities for SFN members where commercially and operationally appropriate.

The Opportunity continued

Key Responsibilities

Stakeholder & Relationship Management

- Represent Coast Salish Group in commercial dealings with partners, investors, governments, lenders, and community stakeholders, while respecting that rights-based, intergovernmental, Nation-to-Nation, and regulatory relationships remain SFN responsibilities.
- Build and maintain strong, respectful relationships with existing and new partners and stakeholders, supporting continuity through the leadership transition and long-term economic success.
- Act as an ambassador for CSG's commercial interests in a manner consistent with SFN values and long-term economic objectives.
- Provide commercial and economic-development expertise to SFN-led negotiations or strategic initiatives when requested.

Compliance & Accountability

- Ensure compliance with all applicable legal, regulatory, contractual, and policy requirements.
- Maintain strong accountability, reporting, and performance-management systems.
- Ensure transparency and integrity in all organizational activities.

Compensation and Benefits

Coast Salish Group offers a competitive compensation package, including a base salary of $120,000–$200,000, commensurate with experience; a six percent (6%) pension contribution; vacation and wellness leave; and comprehensive health and insurance benefits. Relocation assistance may also be considered on a case-by-case basis.

Location and Work Arrangement

This is a full-time, fully on-site executive role based at Stz'uminus First Nation's IR #12, near Ladysmith, British Columbia. The CEO will need flexibility to participate in Board, community and stakeholder activities outside regular business hours.



The Candidate

The ideal candidate is a collaborative and commercially astute executive who can recognize opportunity, exercise sound judgement, and turn strategy into action.

They will bring strong business and financial acumen, combined with experience leading a complex organization or diversified commercial portfolio. They will be equally comfortable evaluating investments, advising a Board, building external partnerships, developing a strong internal team, and communicating with Nation leadership and community members.

The successful candidate will understand that effective leadership in this environment depends on more than commercial results. They will bring integrity, cultural awareness, and respect for Indigenous governance, while maintaining a clear understanding of the distinct responsibilities of a First Nation and its economic development corporation.

Grounded and solutions-oriented, the CEO will be a steady leader through change. They will know when to listen, when to seek guidance, and when to move an opportunity forward. Above all, they will be committed to building trusted relationships and advancing responsible economic growth that creates enduring benefit for Stz'uminus First Nation.

Qualifications, Experience, and Personal Attributes

- 10+ years of progressive business experience, including senior executive or leadership roles
- Business degree required; MBA preferred.
- Proven senior leadership experience, ideally in economic development, real estate, infrastructure, hospitality, marine operations, or diversified commercial enterprises.
- Strong financial acumen, including experience with budgets, financing, investments, joint ventures, and risk management.
- Demonstrated experience working effectively with Boards of Directors, elected leadership, and complex corporate, Indigenous, and governmental governance environments.
- Experience working with or for Indigenous organizations, governments, or development corporations is a strong asset.
- Strong understanding of the distinction between First Nation governmental responsibilities and the commercial mandate of an Indigenous economic development corporation.
- Track record of translating strategy into execution while managing multiple priorities, projects, and partnerships.
- Highly effective communicator with strong relationship-building and negotiation skills.
- High level of integrity, professionalism, and respect for Indigenous governance, rights, lands, waters, and cultural values.
- Proven track record of building strong, high-performing teams, developing leadership capacity, establishing trust and accountability, and fostering a collaborative culture with clear ownership of results.
- Collaborative, grounded, and solutions-oriented leadership approach.
- Comfortable balancing long-term vision with day-to-day operational realities.
- Calm, steady decision-maker with the ability to manage complexity and change.



The Application Process

To apply, please submit a cover letter and resume in PDF format to Pathways Executive Search outlining your interest, qualifications, and experience.

Email: **Applications@PathwaysExecutiveSearch.com**, including **Coast Salish Group: Chief Executive Officer** in the subject line.

For more details or to further explore this important leadership opportunity, please contact:

Katy Gottfriedson-Jasper
Senior Consultant
Pathways Executive Search
Telephone: 250-318-6788
KatyGJ@PathwaysExecutiveSearch.com

Amelia Williams
Senior Consultant
Pathways Executive Search
Telephone: 905-995-3148
AmeliaW@PathwaysExecutiveSearch.ca

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.