



PATHWAYS
EXECUTIVE SEARCH

**Canada Energy Regulator
Indigenous Advisory Committee –
2026/2027
Expression of Interest**

The Organization

The Canada Energy Regulator (CER) is Canada's independent federal energy lifecycle regulator, responsible for federally regulated pipelines and power lines, energy development and trade. Headquartered in Calgary, Alberta, the CER works with approximately 600 professionals across the country to keep energy moving safely across the country while protecting the environment and recognizing and respecting the rights of First Nations, Inuit and Métis Peoples.

The CER's mandate and powers are established by the **Canadian Energy Regulator Act** (CER Act), which came into force in August 2019. This legislation contains key commitments that establish the CER's mandate, including:

- Ensuring safety, security and environmental protection;
- Enhancing Canada's global competitiveness;
- Increasing transparency, diversity and inclusion;
- Advancing reconciliation with Indigenous Peoples; and
- Driving innovation.

To learn more about the CER and their mandate, please visit: <https://www.cer-rec.gc.ca/>

The CER Act ensures Indigenous participation in the work of the CER through:

- Recognition of Indigenous rights and confirmation of the Government's duty to consult, including a requirement to assess impacts on these rights and consider Indigenous knowledge in decision-making;
- A legislated requirement that at least one member of the Board of Directors and one Commissioner be Indigenous; and
- Creation of an Indigenous Advisory Committee (IAC or Committee), with membership representing First Nations, Inuit, and Métis interests, to enhance Indigenous involvement in energy projects.

The Organization continued

CER's Commitment to Reconciliation

We aim to transform the way we work with the Indigenous peoples of Canada, with a commitment to implementing the **United Nations Declaration on the Rights of Indigenous Peoples**, by:

- Enhancing their involvement in how we discharge our mandate, recognizing their unique cultures, knowledge and histories;
- Building renewed relationships based on the recognition of rights, respect, co-operation and partnership;
- Improving the cultural competency of the CER and its staff; and
- Driving meaningful change in the CER's requirements and expectations of regulated industry.

Mandate of the Indigenous Advisory Committee

The Indigenous Advisory Committee (IAC) is an integral part of the CER's formal governance structure and works directly with the Board of Directors. Established under the CER Act, the IAC is a key part of the CER's commitment to advance reconciliation. Its overarching mandate is to advise the Board on how the CER can build renewed relationships.

The IAC plays a key advisory role to the Board on how best to enhance the involvement of Indigenous peoples and organizations in respect of CER-regulated infrastructure and other matters. The Committee advises on the integration of Indigenous perspectives, knowledge, teachings, values, use of the air, land and water, oral traditions and worldviews throughout the lifecycle of CER-regulated energy infrastructure.

The IAC helps the Board consider and incorporate diverse views, needs and perspectives when shaping strategy and organizational change. While the IAC is not a decision-making body and does not advise on specific adjudicative matters, its advice is intended to have a meaningful, timely, and measurable impact on the CER's strategies, programs, relationships, and ways of working.

The Organization continued

IAC Member Profile

IAC membership reflects Canada's diversity of First Nations, Inuit and Métis communities, languages, genders, geographies, skills and expertise. Members on the IAC are selected at the discretion of the CER's Board of Directors.

Pathways Executive Search is honoured to support the CER in inviting Expressions of Interest from Indigenous individuals across the country who may feel called to contribute their voice, experience and teachings to this important work. The CER maintains a Committee that brings together diverse perspectives and works in a spirit of respect, dialogue, consensus where possible and shared commitment to systemic change, and is also looking to develop a roster for future interest in sitting on the IAC.

Specifically, the CER is seeking Expressions of Interest from Indigenous individuals who:

- Are eager to contribute strategic advice and perspective on how the CER can make meaningful progress toward reconciliation, including through implementation of the United Nations Declaration on the Rights of Indigenous Peoples;
- Believe in the possibility of positive systemic change through strong relationships, mutual learning, trust and open dialogue;
- Have some experience with the energy and/or natural resource sector including with consultations on large resource projects, related public policy, and/or monitoring programs established to involve Indigenous peoples in the oversight of major projects;
- Demonstrate a collegial, constructive and collaborative approach, with the ability to listen deeply, seek common ground, respect diverse views and work toward consensus where possible; and
- Can share Indigenous values, teachings, knowledge and worldviews as a respected voice, supporting shared learning and the integration of Indigenous rights, interests, values and perspectives into CER strategies, plans, actions and organizational culture.

The Organization continued

“As founding Chair of the Advisory Committee, I have found the CER to be amazing to work with. The willingness to explore change from cultural competency to cultural intelligence reflective of First Nations, Inuit and Metis peoples. I encourage anyone who is willing to contribute to the mandate of the Advisory to apply and become a member of the team.”

- Inaugural IAC Chair, Tribal Chief Tyronne McNeil

Commitment and Responsibilities

The Committee’s work is grounded in relationships, trust and the understanding that a diversity of perspectives can strengthen advice and help the CER make decisions and carry out its mandate differently. Meetings are generally held quarterly, alternating between virtual and in-person, where the IAC is encouraged to provide its advice collaboratively and orally, which is then appropriately reflected in meeting minutes with additional meetings as needed.

IAC Members receive compensation, including a per diem and hourly rates. IAC Members are also expected to spend a maximum of one day per month staying connected with CER business, with additional time commitments for the role of the IAC Chair or Vice-Chair.

Travel costs will be reimbursed in accordance with the **National Joint Council’s Travel Directive.**

The Application Process

If this opportunity speaks to your experience, your values and your desire to contribute to meaningful reconciliation and systemic change, we warmly invite you to submit a cover letter and resume outlining your interest in joining the IAC, your connection to this work, and the perspectives, experience and qualifications you would bring to the Committee.

An initial review of applications by the CER Selection Committee will occur in October, with the goal of establishing new members of the IAC as soon as possible.

To apply, please submit a cover letter and resume in PDF format to Pathways Executive Search. In keeping with Pathways' relational and culturally grounded approach, your cover letter may speak not only to your professional experience, but also to the values, teachings, relationships and lived experience that shape how you would contribute to this work.

Please be prepared to provide a letter of recommendation from an Indigenous organization who represents, separately, the interests of First Nations, Inuit or Métis, consistent with the requirements of the CER Act.

Email: Applications@PathwaysExecutiveSearch.com. Please include Canada Energy Regulator in the subject line.

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

Laurie Sterritt • Managing Partner

Pathways Executive Search

Telephone: 1.778.838.4569

LaurieS@PathwaysExecutiveSearch.com

Saxon Miller • Consultant

Pathways Executive Search

Telephone: 1.204.299.7054

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.