



PATHWAYS
EXECUTIVE SEARCH



Chief Executive Officer



GTC
GWICH'IN TRIBAL COUNCIL



The Gwich'in Tribal Council is seeking an experienced and politically astute **Chief Executive Officer** to provide steady strategic, political, and administrative leadership at an important point in the organization's work. With responsibility for Government Affairs, Implementation, Communications, and Lands & Resources, the CEO will support effective governance, strengthen alignment, and represent GTC's interests in relationships with governments and external partners. This is an opportunity for a credible and relationship-focused leader to help translate strategic and policy direction into coordinated action while advancing treaty rights, self-government, and Nation-building priorities for the Gwich'in.

Key Details

Location: Inuvik, Northwest Territories

Work Arrangement: Based in Inuvik, with a regular presence in the GTC office

Position Type: Full-time, permanent

Reports To: Grand Chief

Leadership Level: Board of Directors

Travel: GTC Leadership Team

Portfolio: Government Affairs, Implementation, Communications, and Lands & Resources

Travel: Travel to Gwich'in communities and other locations as required

Compensation: \$176,000 - \$242,000, plus a comprehensive benefits package

The Organization

Established in 1992, the **Gwich'in Tribal Council (GTC)** represents Gwich'in Participants in the Mackenzie Delta of the Northwest Territories and across Canada. Its work is grounded in the Gwich'in Comprehensive Land Claim Agreement, which provides the foundation for protecting and advancing Gwich'in rights, interests, and benefits.

The Gwich'in Settlement Area includes the communities of Aklavik, Inuvik, Teet'it Zheh (Fort McPherson) and Tsiigehtchic. GTC works with the Designated Gwich'in Organizations in each community, as well as affiliated organizations, governments, co-management bodies, and other partners, to support Gwich'in Participants, families, and communities.

GTC's work spans treaty implementation and Nation-building; the stewardship of lands, waters, and resources; the preservation and revitalization of Gwich'in culture and language; and programs and services related to housing, health and wellness, education, training, and economic opportunity. Across this broad mandate, GTC is focused on serving Participants today while strengthening the capacity, relationships and systems needed to support a strong, self-reliant future for the Gwich'in Nation.

Vision

The Gwich'in are a culturally vibrant and independent Nation that is environmentally responsible and socially, economically and politically self-reliant.

Mission

We protect and advance our interests through quality work, collaborative approaches and good governance in order to improve the lives and preserve the culture and language of the Gwich'in.

Values

- YIINJINIHŁETR'ICHIL'EH (Respect)
- CHIGWIJU'EE TR'IGWINDAII (Honesty)
- NAKHWIGWANDAK (Our Stories)
- YIINJITR'ICHIL'EH (Honour)
- TR'EEDLAA (Laughter)
- ZHUH GHAT T'IGWIDICH'UU (Kindness)
- NIHK'ATR'INAATII (Sharing & Caring)

Read about the Principles and the Operating Philosophy [here](#).

The Organization continued

Strategic Priorities

GTC's work is guided by five connected priorities: strengthening GTC as a government; advancing treaty rights, self-government, and Nation-building; stewarding lands, waters, culture, and knowledge; supporting Gwich'in Participants, families, and communities; and preparing for future opportunities. Together, these priorities reflect GTC's commitment to serving Participants today while building the capacity, relationships and systems needed for the future.

Current areas of focus include treaty implementation and modernization, self-government, land and resource stewardship, community well-being, and stronger internal systems and accountability. GTC is also preparing for major infrastructure, defence-related, and other economic opportunities, with a focus on ensuring they respect Gwich'in rights and create meaningful, lasting benefits for Participants and communities.

Learn more in GTC's 2025-2026 Annual Report [here](#).

Governance

The Gwich'in Tribal Council is governed by a Board of Directors that brings together representatives from the four Designated Gwich'in Organizations, who are elected by Gwich'in Participants. This structure brings community representation and Nation-wide leadership together in GTC's governance.



The Opportunity

The **Chief Executive Officer (CEO)** is a member of the Leadership Team of the **Gwich'in Tribal Council (GTC)**, responsible for political operations, communications and implementation of longer-term strategic direction set by the GTC Board in collaboration with the Executive. The CEO's main responsibilities include developing and implementing high-level strategies, contributing and participating in major corporate decisions, and acting as a key advisor to the Grand Chief and Board of Directors on political and external issues and matters. The CEO reports to the Grand Chief on a day-to-day basis and is accountable to the Board of Directors to ensure that GTC's interests are represented and its rights upheld in interactions with other Governments and that GTC's policies and procedures are kept current and responsive to the needs of the organization.

Key Responsibilities

- Lead the strategic and financial planning and priority goal setting for the GTC.
- Actively participate in the development of the strategic direction for the GTC and the identification of key issues and goals.
- Collaborates with GTC Executive, Leadership Team and Board of Directors in the analysis of issues and development of solutions.
- Provide expert advice and information to GTC Leadership and Participants on the vision, values and overall strategic goals and objectives of the GTC.
- Maintain clear and consistent communication with the Board of Directors, providing appropriate updates to support effective oversight and informed decision-making.
- Ensure compliance with GTC By-laws, all board procedures, and applicable legal and regulatory requirements.
- Be responsible for the intergovernmental and legal affairs, communications and land and resource management of the Gwich'in Tribal Council and ensure they are managed in accordance with the By-laws of the Tribal Council.
- Attend all assemblies, board meetings, leadership meetings and committee meetings as required.
- Shall keep or cause to be kept accurate records and minutes of all required meetings.
- Provide strategic and political advice in the development and implementation of effective strategies and approaches on matters which have implications for the Gwich'in Settlement Region (GSR) such as environmental protection, environmental assessment and monitoring, water resource management, land use planning and management, protected areas establishment and management, climate change, wildlife management, land use legislation and regulations, transboundary agreements and the Devolution Agreement with the Government of the Northwest Territories (GNWT).
- Promote the efficient and effective management of the GTC by providing leadership in strategic planning, organization, reporting, risk management, and control.
- Lead and provide strategic advice in the development of policies, including effective and efficient administration of the annual policy review plan.
- Regular internal and external environmental scans to introduce new policies and update existing policies and By-laws to reflect emerging issues and trends within the wide range of programs and services of the GTC.

Key Responsibilities continued

- Accountable for departmental budgets and financial reporting for Government Affairs, Housing & Infrastructure, and Implementation in accordance with the GCLCA, relevant law, legislation, regulations, directives, policies, and procedures.
- Ensures that approved annual objectives and annual budgets for the CEO's departments are met in an effective manner that is consistent with the operational policies and procedures.
- Leads, directs, and manages staff through the establishment of clear work plans and priorities, effective communication between all staff, provision of effective performance feedback and yearly performance appraisals, and provision of professional development and training.
- Directs and/or prepares various documents, including program/project status reports, briefing notes, correspondence, and presentations. Collaborate with the CFO, COO, and other Directors as required on the planning and development of the GTC Annual Report and other related documents.
- Provide strategic organizational, economic development, and administrative leadership and direction to GTC's Government Affairs, Implementation, Communications and Lands & Resources teams.
- Provide strategic and political advice in the development and implementation of Government lobby efforts to communicate GTC's needs and assess the response by the relevant Government Department.
- Oversee the development of a communications plan or strategy document designed to promote the work of the GTC and create a positive external impression of the organization while also building a positive work environment with assistance on internal communications and updates for staff and Directors.
- Oversee the work of the Lands & Resources team in managing lands and resources in accordance with the GCLCA while also developing new and emerging projects for Indigenous land protection and combatting climate change and its impacts on the Gwich'in.
- Provide support for the negotiations team developing a potential Gwich'in Government in the GSR.
- These activities involve a high level of coordination and collaboration with the GTC Executive, Leadership Team, Board of Directors, other Gwich'in Leadership such as Gwich'in Council (Designated Gwich'in Organization) Presidents and Participants.
- Steward of Elections Policy and Voting Agreement.

Key Responsibilities continued

- A senior advisory role to the GTC Executive, Board of Directors, and Leadership Team.
- Proactively support the GTC Executive and Board of Directors' strategic and policy planning needs by providing advice, guidance, and consultation on strategic planning and policy framework development issues.
- Ensure the GTC policies, procedures, By-laws, election policies/codes, terms of reference and other related documents are up-to-date and reflective of the GTC strategic approach.
- Develop and implement training and development programs for the Board of Directors on areas such as roles and responsibilities, manuals, operations, policies, procedures, By-laws, meetings, committees, orientation, and training sessions.
- Participate in working groups, advisory groups, committees, workshops, conferences, meetings on behalf of the GTC and report back to the Executive and Board of Directors on potential opportunities and issues.
- Works closely with GTC legal counsel to ensure effective implementation of the GCLCA, compliance with applicable laws and policies, up-to-date corporate filings, and adequate legal services resourcing.
- Supports management of the Gwich'in Development Corporation to ensure that its programs/projects are being fully promoted, utilized, and maintained in a manner that meets the needs of the Participants of the GCLCA and other stakeholders.
- Serves on various committees both within the organization and with external agencies to help ensure the provision of quality services and coordination of services on a local, regional, territorial, and federal level.
- Ensures that records are maintained securely and confidentially for legal, fiscal, operational and historical purposes.

The Candidate

GTC is seeking an experienced, politically astute leader who can provide steady direction within a complex governance environment. The successful candidate will bring sound judgement, integrity, and the ability to build trusted relationships with the Board, Executive, Leadership Team, Gwich'in leadership, Participants, communities, governments, and external partners.

The next CEO will be comfortable working at the intersection of governance, treaty implementation, public policy, and organizational leadership. They will understand how to support elected and community leadership, navigate differing perspectives, and turn strategic direction into coordinated action. Just as importantly, they will be an accessible and consistent leader who can strengthen alignment, support an effective team, and establish the continuity needed to advance GTC's priorities over the long term.

This is a role for someone who respects the distinct responsibilities and relationships within GTC's governance structure, understands the realities of working in the North, and is prepared to be present and engaged in Inuvik and the communities GTC serves.

Experience

- Minimum of 8 years of progressive senior management experience, including at least 4 years in an executive, director, or senior leadership role.
- Demonstrated experience working within Indigenous governments, land claim organizations, public-sector environments, or similarly complex governance structures.
- Strong background in strategic planning, organizational leadership, and financial oversight.
- Experience working with Boards, Councils, or elected governing bodies, including preparing briefing notes, policy documents, and strategic updates.
- Demonstrated experience maintaining government, industry, and intergovernmental partnerships.
- Strong knowledge of the Gwich'in Comprehensive Land Claim Agreement and its implementation, or the ability to quickly acquire such knowledge.
- Understanding of Indigenous governance, self-government negotiations, and socio-economic priorities affecting Gwich'in communities.

The Candidate continued

Experience

- Solid understanding of financial management, including budgets, audits, funding agreements, and risk oversight.
- Familiarity with northern operations, including community realities, cultural protocols, and logistical considerations.
- Exceptional leadership skills with the ability to inspire, influence, and build effective teams.
- Strong communication and relationship-building skills with participants, communities, Elders, leadership, government partners, and industry stakeholders.
- Ability to lead organizational change, manage competing priorities, and make high-impact decisions in a dynamic environment.
- High level of professionalism, integrity, political acuity, and sound judgment.

The Location

Located approximately 200 kilometres north of the Arctic Circle, Inuvik is an important regional centre in the Western Arctic. It offers established services and amenities, road and air connections, and access to the land and communities of the wider Beaufort Delta.

The rivers, land and changing seasons are part of daily life, and the landscape hold deep meaning for Gwich'in communities. Relocating to Inuvik calls for thoughtful consideration of distance, seasonal light and darkness, and the practical realities of northern life. For the right candidate, it offers the chance to build relationships, learn from the people who know the region best, and contribute to workat matters to the Gwich'in Nation.

The Application Process

In accordance with Section 16(1) of the Canadian Human Rights Act and GTC's obligations under the Gwich'in Comprehensive Land Claim Agreement, preference will be given to qualified GCLCA Participants and Indigenous applicants. We encourage applicants to self-identify in their application if they wish to be considered under this preference.

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. Please include **Gwich'in Tribal Council** – CEO in the subject line.

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

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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.