



PATHWAYS
EXECUTIVE SEARCH



Executive Director



INDIGENOUS
CONNECTIVITY
INSTITUTE

The Organization

The **Indigenous Connectivity Institute** (ICI) is an Indigenous-led organization advancing digital equity and connectivity for First Nations, Inuit, Métis, American Indian, Native American, Native Hawaiian, and Alaska Native communities across Canada and the United States.

Founded on the belief that Indigenous Peoples should have greater ownership and control over their digital futures, the ICI works to strengthen connectivity as a pathway to sovereignty, self-determination, economic opportunity, education, and community well-being. Through policy advocacy, training, youth engagement, workforce development, and knowledge-sharing initiatives, the organization supports Indigenous communities in building the capacity, expertise, and resources needed to lead their own connectivity solutions.

The ICI brings together a growing network of Indigenous leaders, broadband advocates, network operators, builders, researchers, and allies who are working collectively to close the digital divide and advance Indigenous digital equity. By convening community, shaping policy, and fostering collaboration across sectors, the organization is helping ensure that Indigenous communities have the tools, knowledge, and financial resources needed to design, govern, and sustain connectivity solutions on their own terms.

At its core, the ICI recognizes that connectivity is about more than technology. Reliable access to digital infrastructure is increasingly essential to community prosperity and is a critical enabler of Indigenous sovereignty and self-determination. Through Indigenous-led approaches and collective action, the ICI is working to ensure that Indigenous Peoples have both a voice in and ownership over the digital future.

To learn more about the ICI, please click [here](#).

The Opportunity – Executive Director

The ICI is seeking its inaugural Executive Director to lead the organization through its next chapter of growth, influence, and impact.

Having established a strong reputation as a trusted voice in Indigenous digital equity, the ICI is at an important inflection point. The organization has built significant momentum through advocacy, partnership development, knowledge-sharing, and community engagement, creating a strong foundation from which to expand its reach and deepen its impact across Canada and the United States.

Reporting to the Board of Directors, the Executive Director will provide strategic, operational, and organizational leadership while serving as a visible ambassador for the organization's mission. This is a unique opportunity to help shape the future of an emerging Indigenous-led organization working at the intersection of connectivity, sovereignty, self-determination, economic development, and community well-being.

The Executive Director will cultivate and strengthen relationships with Indigenous communities, governments, funders, industry partners, and other key stakeholders while advancing sustainable funding strategies and organizational capacity. Working closely with the Board, staff, youth advisors, and partners, the successful candidate will guide the organization's continued evolution while preserving the collaborative, community-centred culture that has contributed to its success.

The Executive Director will bring a combination of strategic vision and practical execution. They will be an engaging and trusted relationship-builder, an effective advocate and storyteller, and a leader who is comfortable navigating diverse environments – from community gatherings and youth engagement sessions to discussions with senior government officials, funders, and private-sector leaders.

Most importantly, the Executive Director will understand that connectivity is about more than technology. They will recognize its role in advancing opportunity, strengthening communities, and supporting Indigenous sovereignty and self-determination, and will be inspired by the opportunity to help shape a more connected and equitable future for Indigenous communities.



Key Responsibilities

Reporting to the Board of Directors, the Executive Director will provide strategic, operational, and organizational leadership. Key responsibilities include:

- Lead the implementation of the organization's strategic priorities and identify opportunities to expand the ICI's impact and influence.
- Serve as the primary ambassador and spokesperson for the organization, promoting Indigenous digital equity across Canada and the United States.
- Build and maintain strong relationships with Indigenous communities, governments, funders, industry partners, educational institutions, and other rightsholders.
- Work closely with the Board of Directors to support effective governance, strategic planning, and organizational growth.
- Advance sustainable funding and revenue-generation strategies, including fundraising, partnership development, and grant stewardship.
- Lead organizational development efforts, including team leadership, culture, capacity building, and change management.
- Foster meaningful engagement with youth, ensuring youth perspectives inform the organization's work and future direction.
- Monitor emerging trends, opportunities, and policy developments related to connectivity, digital equity, and Indigenous self-determination.
- Oversee the effective management of the organization's operations, finances, programs, and resources.
- Champion a collaborative, inclusive, and values-driven organizational culture.

Qualifications, Skills, and Abilities

The ICI recognizes that leadership experience can be gained through many different pathways. We encourage applications from individuals with diverse professional, lived, and community experiences, particularly Indigenous candidates. ICI is less concerned with specific credentials than with a candidate's demonstrated ability to lead, build relationships, and advance the organization's mission.

The successful candidate will likely bring many of the following qualifications, skills, and attributes:

- Experience leading teams, organizations, programs, or initiatives with increasing levels of responsibility.
- Demonstrated success building relationships and partnerships across diverse rightsholder groups, including Indigenous communities, governments, funders, private-sector organizations, and community partners.
- Experience securing, managing, or stewarding funding through grants, partnerships, sponsorships, philanthropy, or other revenue-generating activities.
- Strong strategic thinking skills, coupled with the ability to translate vision into action and results.
- Experience working in complex, multi-stakeholder environments and navigating competing priorities.
- Knowledge of, or a demonstrated interest in, digital equity, connectivity, telecommunications, digital infrastructure, technology, public policy, or related fields.
- Understanding of Indigenous rights, self-determination, sovereignty, and community-led approaches to development.
- Exceptional communication and storytelling abilities, including the capacity to translate complex topics into accessible and compelling messages for diverse audiences.
- Political acuity and the ability to engage effectively with decision-makers, community leaders, funders, and partners.
- A collaborative and relationship-centred leadership style grounded in humility, integrity, respect, and accountability.
- Comfort operating in a dynamic and evolving environment where adaptability, initiative, and sound judgment are essential.
- Willingness and ability to travel within Canada, the United States, and internationally as required.



Education and Experience

While no specific educational credential is required, the successful candidate will typically possess a combination of education, professional experience, and community-based learning relevant to the responsibilities of the role.

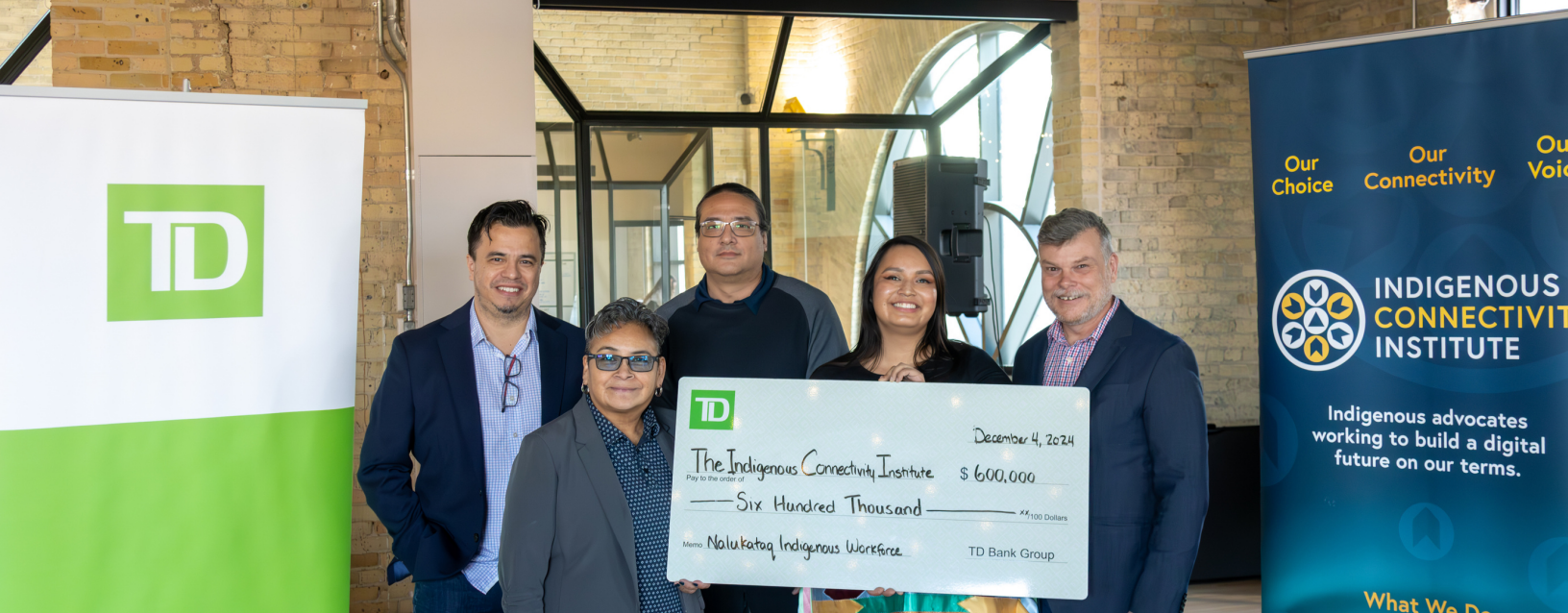
Relevant experience may include leadership roles in Indigenous organizations, non-profit organizations, community development, public policy, technology and telecommunications, economic development, advocacy, philanthropy, government relations, or related sectors.

An equivalent combination of lived experience, professional accomplishments, community leadership, and formal education will be considered.

Compensation and Location

This is a remote-first position, with occasional travel required to support strategic initiatives, engage with Indigenous, federal, provincial, and municipal partners, advance fundraising efforts, and attend meetings and events as needed.

The expected salary range for this role is \$130,000 to \$150,000.



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, please include Indigenous Connectivity Institute 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.