



PATHWAYS
EXECUTIVE SEARCH



DIRECTOR OF INDIGENOUS RELATIONS



ieso

Connecting Today.
Powering Tomorrow.

The Organization

The Independent Electricity System Operator (IESO) works at the heart of Ontario's power system by directing the flow of electricity across the province's transmission lines and administering Ontario's electricity markets. Indigenous partnerships are essential to the IESO's mission of providing equitable, non-discriminatory access to Ontario's grid and a reliable, affordable, and sustainable energy supply.

By working closely with Indigenous communities, the IESO supports energy planning, capacity building, and economic development initiatives that reflect community needs and priorities. As project leaders and rights-holders, First Nations bring essential expertise to Ontario's energy sector, ensuring that major projects drive economic growth, respect cultural spaces, and protect future generations. Our goal is to advance Indigenous-led energy solutions, ensuring that the evolving electricity system benefits all and moves us further along the path to reconciliation.

Vision

The IESO has formalized their commitment to building relationships with Indigenous communities through the creation of an Indigenous Engagement Framework, which outlines their approach to open dialogue with communities and building relationships that are based on transparency, honesty and authenticity. The IESO's engagements are designed to **inform**, **involve**, and **collaborate** with Indigenous Peoples and communities.

Mission

The IESO's mission is to ensure a reliable, affordable, and sustainable electricity system for Ontario's residents, businesses, and Indigenous communities. This is achieved through several key areas: managing the power system, planning for future energy needs, fostering a competitive market, and promoting energy efficiency.

Values

The IESO is committed to maintaining the highest standards of business ethics and demonstrating their values of expertise with humility, commitment and accountability, genuine caring, collaboration and teamwork, purposeful engagement, and openness to change in all they do.

To learn more about the IESO, please visit [their website](#).



The Opportunity

Reporting to the Vice President of Corporate Relations, Engagement and Strategy, the Director of Indigenous Relations will lead the development and implementation of the IESO's Indigenous Relations Commitments and Truth and Reconciliation Action Plan, fostering meaningful partnerships with Indigenous communities. Serving as an external ambassador and advocate, they will work collaboratively with Indigenous partners to strengthen relationships and support positive, mutually beneficial outcomes. Reporting directly to the Vice President, Corporate Relations, Engagement & Strategy and managing a team of direct and indirect reports, the Director provides senior oversight and leadership to deliver Divisional initiatives.

Aligned with the IESO's commitment to strengthen existing and build new relationships, the role is accountable to ensure Indigenous voices are heard and understood in energy initiatives, promoting building capacity and meaningful participation. The Director will also develop and implement corporate strategies for delivering on the Division's accountabilities of protecting, maintaining and enhancing the IESO's reputation and relationships with Indigenous communities.

Key Responsibilities

- Lead and guide the IESO's overall relationship with Indigenous communities to raise the IESO's visibility and enhance partnerships, including:
 - Leading the development of comprehensive Indigenous relations strategies to foster positive relationships.
 - Identifying and prioritizing key audiences and leading the development of tailored engagement plans for each group.
 - Continuously evaluating and refining relationship strategies to ensure alignment with divisional and organizational objectives.
 - Building and maintaining strong relationships with Indigenous communities and leaders.
 - Serving as the primary point of contact for Indigenous communities and acting as a liaison between the IESO and external parties.
 - Fostering open lines of communication and collaboration to address concerns and build consensus on important issues.
- Leads efforts to strengthen relationships with communities and elected leadership to raise the IESO's visibility and facilitate positive outcomes in regional and bulk planning, resource procurements and other key IESO initiatives and programs.
- Represents the IESO as spokesperson and/or facilitator when engaging with or making presentations to Indigenous partners, including senior administrators, elected officials/Councils, and Band Councils.
- Develops and leads implementation of Indigenous relations strategies, systems, policies and plans to balance multiple interests and maintain and enhance IESO's reputation and relationships with Indigenous communities.
- Oversee, design, and administer the IESO's Indigenous Energy Support Programs and other Indigenous capacity-building initiatives and efforts.
- Act as key liaison across the IESO to support the Corporate Indigenous Peoples Policy and contribute to the development of a Truth and Reconciliation Action Plan.
- Leads team(s), including full responsibility for hiring and advancement, staff development, training, performance reviews, salary matters, and all aspects of performance management.
- Acts as the VP delegate on some internal IESO committees. Ability to assume the signing authority and represent the VP as required.
- Provides regular updates, advice, and guidance to the IESO Board of Directors and Executive Leadership team.
- Participates as a management resource to resolve labour relations matters such as job challenges, grievances, and arbitration cases and is responsible for presenting management positions at staff grievances.



The Candidate

The IESO is seeking a candidate with proven success in managing and maintaining meaningful relationships with Indigenous communities through delivering on communications, engagement strategies, plans and programs that strive towards collaborative partnerships. The candidate will require a deep understanding of the unique perspectives of Indigenous Peoples, Indigenous cultures, traditions, and governance systems.

The candidate requires familiarity with Ontario's energy landscape and future energy needs. Additionally, the candidate will have experience in policy development, advocacy, and project management. A strong ethical framework and an ability to navigate complex socio-political landscapes are crucial for fostering trust and achieving meaningful outcomes in this role.

Qualified Indigenous candidates will be given preference throughout the selection process.

The Candidate continued

Skills and Qualifications

- The Director of Indigenous Relations should have ten years of extensive experience in Indigenous engagement, partnership development, and advocacy. Proven experience building positive relationships with Indigenous communities and organizations.
- A background in Indigenous relations, policy, or project management is essential for this role.
- Cultural sensitivity and a commitment to collaboration, ensuring that Indigenous voices are heard and integrated into decision-making processes.
- Experience in business strategy, leading and developing teams, and developing and monitoring budgets.
- Exceptional communication and negotiation skills, including writing and presentation skills.
- High degree of political acuity and ability to understand and navigate processes with Indigenous community, municipalities and the province.
- Strong knowledge and experience in business management and strategy development.
- Technical and analytical knowledge and understanding of the energy industry – specifically energy systems, markets and energy management.
- Current knowledge of industry activities, trends, best practices and technological developments related to Indigenous relations.
- Excellent analytical, problem-solving, conceptual and forward-thinking skills.
- Demonstrated track record of collaboration and ability to bring together diverse perspectives in a complex business environment.

Education

- University degree, or equivalent combination of education and lived or community-based experience.

The City: Toronto

The name Toronto is derived from the Mohawk word “tkaronto,” which means “where there are trees standing in the water.” It is the traditional territory of many nations, including the Mississaugas of the Credit, the Anishnabeg, the Chippewa, the Haudenosaunee, and the Wendat peoples. It is now home to many diverse First Nations, Inuit, and Métis peoples, along with other Indigenous groups that represent this valued community.

Toronto has a population of 2.8 million people, making it the largest city in Canada, the fourth-largest city in North America, one of the top 25 cities globally for its quality of living, and the best place to live in Canada, according to MoneySense. Toronto welcomes 40 million tourists a year. It supports a lively art and culture scene that includes museums, galleries, performing arts organizations, and many festivals (including the Indigenous Art Festival). Toronto is recognized as one of the world's most diverse and multicultural cities.

Toronto is home to Ontario's Parliament Buildings and multiple post-secondary institutions, such as Humber College, George Brown College, the University of Toronto (the largest university in Canada), Ryerson University, York University, and OCAD University. Toronto schools reflect the diversity of the population. The four school boards – English public, French public, English Roman Catholic and French Roman Catholic – provide many options, including French immersion programs. There are also several private, secular, and religious schools, as well as boarding schools.

The Royal Ontario Museum is an iconic building boasting the Michael Lee-Chin Crystal inspired by the ROM's extensive gem and mineral collection; the design was quickly dubbed the ‘crystal’ because of its crystalline shape. The Royal Ontario Museum has a unique 100-year history of conducting groundbreaking research in all areas of art, culture, and nature.

Just offshore from the city centre are the Toronto Islands known as ‘Menecing,’ meaning “On the Island” in the Ojibwa language. The islands are home to parklands and the Billy Bishop Toronto City Airport. The island community is considered the largest urban car-free community in North America.



To Apply

To apply, please submit a Cover Letter and Resume, in PDF format, directly to Pathways Executive Search outlining your interest, qualifications, and experience to Applications@PathwaysExecutiveSearch.com

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.