



PATHWAYS
EXECUTIVE SEARCH



CHIEF EXECUTIVE OFFICER





The Organization

Kyah Development Corporation (KDC) is the economic development corporation of the Witset First Nation, established in 2006 to manage the Nation's business interests and advance long-term economic prosperity for the community. Wholly owned by Witset, KDC serves as the steward of a diverse portfolio of operating businesses, partnerships, and investments that generate economic opportunities, employment, training, and revenue for current and future generations. KDC's mandate extends beyond business management to supporting the Nation's broader vision of self-sufficiency, community well-being, and sustainable economic growth.

Operating at the intersection of business and community, KDC oversees interests in forestry, resource development, fuel and retail operations, tourism, manufacturing, and other emerging ventures while pursuing new opportunities for diversification and investment. The corporation works closely with government, industry, and Indigenous partners to identify opportunities that align with Witset priorities and create enduring benefits for members. Guided by values of respect, integrity, stewardship, professionalism, learning, and innovation, KDC seeks to balance commercial success with cultural responsibility and community impact.

The Organization continued

Vision

The Kyah Development Corporation exists to support the Witset First Nation and its vision:

Witset First Nation is a vibrant, healthy, self-sufficient community that enjoys a high quality of life and practices good governance according to 'Anuc niwh't'en (Wet'suwet'en laws).

Mission

To advance economic development and facilitate capital investment that enhances our [Witset First Nation] membership's socio-economic well-being.

Values

In the course of its work, KDC will act in accordance with and make decisions pursuant to the following organizational values:

- Respect: We treat all people with dignity and respect, capitalizing on the richness inherent in all cultures.
- Integrity: We carry out all our work with the greatest responsibility and accountability.
- Stewardship: We honour our heritage by being culturally, socially, financially, and environmentally responsible.
- Professionalism: We strive to meet the highest ethical standards while delivering quality products and services.
- Learning: We challenge each other to strive for excellence and to continually improve and learn.
- Innovation: We explore and bring to light new knowledge and ideas, and better ways of doing business.



The Organization continued

Strategy

KDC's most recent strategic plan identified four broad priorities: stimulating business expansion opportunities, facilitating new business development, attracting investment and supporting entrepreneurship, and building alliances and partnerships. These priorities reflect KDC's mandate to generate economic growth while creating employment, training, business opportunities, and long-term socio-economic benefits for Witset members. The plan also emphasized the importance of aligning economic development activities with community values, broader Nation priorities, and the vision of a vibrant, healthy, and self-sufficient Witset First Nation.

As KDC enters its next stage of growth, the incoming Chief Executive Officer will play a key role in working with the Board of Directors, Nation leadership, staff, and community partners to refresh the corporation's strategic direction and translate that vision into measurable outcomes. This will include assessing current opportunities, evaluating existing investments and partnerships, identifying new avenues for economic diversification, and leading execution of a renewed strategy that strengthens both KDC's business portfolio and its contribution to community prosperity.

Click [here](#) to learn more about the Kyah Development Corporation.

The Opportunity

The **Chief Executive Officer** will provide visionary leadership and strategic direction for KDC's current diverse business portfolio as well as emerging business opportunities. This executive role requires exceptional leadership in Indigenous economic development, financial management, and stakeholder engagement to drive sustainable growth while honouring cultural values and community priorities.

Key Responsibilities

Strategic Leadership & Governance

- Develop and execute comprehensive strategic plans for KDC's business portfolio and economic development initiatives.
- Provide leadership to the Board of Directors and ensure effective corporate governance practices.
- Drive business diversification strategies aligned with Witset Band's vision for economic development.
- Oversee the management of KDCLP assets and investments to maximize returns for the community.

Business Operations & Financial Management

- Lead operational excellence across all business units, including forestry, tourism, retail, and emerging ventures.
- Ensure effective financial management, budgeting, and reporting for multi-entity operations.
- Optimize performance of existing assets while identifying and pursuing new business opportunities.
- Manage partnerships, joint ventures, and strategic alliances with government, industry, and First Nations organizations.

Key Responsibilities continued

Economic Development & Community Engagement

- Advance economic development services for Witset Band members and the broader community
- Facilitate business plan development, entrepreneurial mentoring, and access to financing programs.
- Conduct feasibility studies and evaluate new economic development opportunities.
- Build capacity within the Band and support member business development initiatives

Stakeholder Relations & Partnership Development

- Maintain strong relationships with Witset Band Council, community members, and key stakeholders.
- Negotiate and manage agreements with government agencies, industry partners, and other First Nations.
- Represent KDC at industry conferences, economic development forums, and community events.
- Ensure culturally informed decision-making that respects Indigenous values and protocols.

Compensation & Benefits

Competitive executive compensation package commensurate with experience and qualifications, including:

- Base salary of \$160,000 to \$210,000, aligned with comparable Indigenous economic development organizations
- Performance-based incentives tied to business and community outcomes
- Comprehensive benefits package
- Professional development opportunities
- Relocation assistance, if required

Location

Based in Smithers, BC, with regular travel to Witset First Nation territory and business locations. Some travel required for partnership development, industry events, and stakeholder meetings.

The Candidate

This is a rare opportunity to lead a Nation-owned development corporation at a transformational point in its evolution. The ideal candidate is not just a CEO. They are a community builder, nation builder, mentor, strategic business leader, and trusted partner committed to helping Witset create lasting prosperity for future generations. The ideal candidate is an accomplished and values-driven leader who brings a demonstrated track record of executive leadership, business growth, and relationship building. With a commitment to collaboration and community impact, they will work closely with the Board of Directors, Nation leadership, staff, and partners to advance KDC's vision and strategic priorities.

Qualifications and Experience

Essential Requirements

- Bachelor's degree in Business, Commerce, Business Administration, Economics, or related field; MBA preferred
- Extensive experience in senior executive experience in multi-entity business management
- Minimum five years' experience working in Indigenous economic development
- Proven track record in Indigenous economic development and community-based business leadership
- Strong financial management experience including budgeting, reporting, and investment oversight
- Demonstrated success in forestry, natural resources, tourism, manufacturing, or related industries
- Experience with partnership development, joint ventures, and stakeholder engagement

Qualifications and Experience continued

Preferred Qualifications

- Preference for Indigenous applicants with knowledge of First Nations governments, business, culture, and a willingness to learn about the Wet'suwet'en culture, people, and history
- Professional designation (CPA, CMA, or equivalent)
- Experience with First Nations governance structures and economic development frameworks
- Knowledge of forestry operations, tourism industry, manufacturing, and retail business management
- Understanding of Indigenous law, protocols, and cultural considerations
- Experience with government relations and regulatory compliance

Core Competencies

- Nation-building mindset and commitment to long-term growth
- Visionary leadership with ability to inspire and motivate diverse teams
- Strategic thinking and business development acumen
- Strong financial analysis and risk-management capabilities
- Excellent communication and relationship-building skills
- Humility, active listening skills, cultural competency and respect for Wet'suwet'en values and traditions
- Change management and organizational development expertise





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 **Kyah Development Corporation** in the subject line.

For more details or to further explore this important 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.