PATHWAYS
EXECUTIVE SEARCH



Chief Executive Officer

Oshkiigmong
ECONOMIC DEVELOPMENT CORPORATION



The Organization

The **Oshkiigmong Economic Development Corporation** (Oshkiigmong EDC) is the wholly owned, for-profit business arm of Curve Lake First Nation. Operating under the strategic direction of an independent Board of Directors, Oshkiigmong EDC advances sustainable business opportunities, strategic partnerships, investments, and economic initiatives that strengthen the Nation's financial independence and create long-term prosperity for current and future generations.

Guided by Anishinaabe values and responsibilities, the Corporation approaches economic development in a way that protects lands, relationships, and community interests while pursuing opportunities with integrity, transparency, and cultural alignment.

Working in partnership with Curve Lake First Nation Council, government, industry leaders, and other partners, economic development at Oshkiigmong EDC is about more than financial returns. It is about creating opportunities that respect relationships, advance self-determination, and contribute to the social, cultural, environmental, and economic well-being of the Nation.



The Opportunity – Chief Executive Officer

Some executive roles manage organizations. This one builds it.

As the inaugural Chief Executive Officer (CEO), the successful candidate will play a foundational role in shaping Oshkiigmong EDC's direction, culture, governance, and long-term success at an important stage in the Corporation's development.

Based in Curve Lake, the CEO reports directly to the Board of Directors and is accountable for implementing the strategic direction established by the Board. Working within the governance relationship established through the Relationship Agreement and Spirit Document, the CEO serves as the Corporation's most senior executive leader, responsible for translating Board-approved priorities into operational plans, commercial opportunities, and organizational results. Economic development is understood as more than financial return; it is about creating opportunities that honour ancestors, uphold responsibilities to the land, and strengthen the Nation for future generations.

The CEO balances commercial success with cultural integrity, ensuring economic growth supports the social, environmental, cultural, and financial well-being of the Nation.

This opportunity calls for a leader who can build deliberately: bringing strategic thinking, entrepreneurial drive, sound business judgment, and the discipline to balance opportunity with thoughtful decision-making. The successful candidate will lay the groundwork for an organization that can create value for generations to come.

The Opportunity continued

Building Oshkiigmong EDC

As a newly established corporation, Oshkiigmong EDC is entering an exciting period of growth and development. The CEO will inherit foundational support resources while leading the next phase of organizational development, including refining governance systems, implementing operational processes, establishing long-term partnerships, and building a permanent team capable of advancing the Corporation's mandate.

Success in the role will require a leader who is comfortable working strategically and operationally; someone who can develop long-term opportunities while helping establish the systems, structure, and capacity necessary for future growth. The decisions made over the next several years will establish the foundation for an organization designed to create value for generations.

Key Responsibilities

Strategic Leadership

- Implement the strategic direction established by the Board.
- Develop and recommend multi-year business plans, annual operating plans, and strategic initiatives for Board review and approval.
- Identify economic development opportunities aligned with community priorities.
- Evaluate investments, partnerships, acquisitions, and equity participation opportunities.
- Assess and recommend business, investment, and partnership opportunities for Board consideration and approval.
- Monitor economic indicators, market trends, and emerging sectors relevant to Curve Lake First Nation.

Commercial & Economic Development

- Lead business development activities, including identifying, assessing, and pursuing revenue-generating ventures.
- Build strategic partnerships with industry, governments, financial institutions, and other First Nations.
- Negotiate commercial agreements, joint ventures, and business arrangements.
- Support existing business interests through outreach, problem-solving, and access to resources.

Key Responsibilities continued

Commercial & Economic Development continued

- Conduct market analysis, feasibility assessments, and investment evaluations.
- Present investment opportunities to potential partners.
- Advocate for policies at local, regional, provincial, and federal levels that promote economic growth and support First Nation economic sovereignty.

Anishinaabe Leadership

- Demonstrate leadership grounded in Anishinaabeg values, teachings, and responsibilities.
- Respect traditional knowledge and cultural protocols in decision-making.
- Recognize the interconnectedness of people, land, water, and future generations.
- Ensure business decisions uphold cultural integrity and stewardship principles.

Financial Leadership

- Oversee corporate financial performance, forecasting, and investment planning.
- Coordinate preparation of annual operating and capital budgets.
- Ensure strong internal controls, cost management, and audit readiness.
- Manage financial risk and ensure responsible stewardship of corporate resources.
- Oversee financial reporting to the Board and shareholder representatives.

Operational Leadership

- Build and lead a high-performing organizational culture.
- Develop corporate policies, procedures, and operational systems.
- Establish a positive, professional, results-driven workplace culture.
- Recruit, mentor, evaluate, and retain employees.
- Manage external consultants, contractors, and professional advisors.
- Build organizational infrastructure capable of supporting future growth.
- Oversee day-to-day operations consistent with Board direction and corporate policies.
- Continuously evaluate organizational capacity and resource requirements.

Human Resources and Organizational Development

- Lead the development of Oshkiigmong EDC's organizational structure, workforce strategy, and people practices.
- Build a permanent team capable of advancing the Corporation's long-term economic development mandate.
- Help establish HR policies, performance management systems, compensation practices, and employee development programs

Key Responsibilities continued

Human Resources and Organizational Development continued

- Recruit, mentor, develop, and retain high-performing employees aligned with the Corporation's values and objectives.
- Conduct performance management, including coaching, feedback, and evaluations.
- Assess organizational capacity requirements and make recommendations regarding future staffing and organizational growth.
- Create opportunities for Curve Lake First Nation members to build skills, experience, and leadership capacity.
- Foster a collaborative, culturally grounded, and accountable work environment.



Key Relationships and Governance

Board of Directors

- Serve as the principal advisor to the Board of Directors.
- Provide timely, accurate, and comprehensive information for informed decision-making.
- Assemble Board meeting agendas in collaboration with the Chair, including options, implications, and recommendations.
- Implement Board decisions and maintain governance policies.
- Support Board committees and ensure compliance with legislation, corporate requirements, and governance frameworks.
- Maintain strong corporate records, reporting systems, and accountability structures.
- Ensure transparent communication with shareholder representatives and Curve Lake First Nation leadership.

Relationship with Curve Lake First Nation

- Maintain open, respectful, and transparent communication with Chief and Council, administration, and community leadership.
- Support implementation of the Relationship Agreement and uphold governance roles and decision-making authorities.
- Earn and maintain trust with community members, Elders, Knowledge Keepers, Youth, and Chief and Council.
- Ensure economic initiatives reflect community priorities and strengthen community well-being.
- Create space for Elders, Knowledge Keepers and Youth to inform corporate direction where appropriate.

External Relations & Representation

- Represent Oshkiigmong EDC with governments, industry, investors, First Nations, financial institutions, and community organizations.
- Build trusted relationships that enhance the Corporation's reputation and create new opportunities.
- Attend meetings, negotiations, conferences, and events on behalf of the Corporation.
- Maintain professional relationships with partners, agencies, and stakeholders.
- Communicate effectively with shareholders, community members, and partners.

The Candidate

The successful candidate is energized by creating organizations, identifying opportunities, and translating ideas into sustainable businesses. They combine strategic vision with a practical, hands-on approach, recognizing that early-stage leadership often requires both executive judgment and direct action.

Known for sound judgment, entrepreneurial thinking, and comfort with complexity, they can evaluate competing opportunities, establish priorities, and make decisions that balance immediate needs with long-term growth.

Most importantly, the CEO understands that successful economic development begins with relationships. They lead with humility, communicate openly, and build trust with Indigenous leadership, community members, governments, industry partners, and investors.

They demonstrate genuine respect for Anishinaabeg rights, governance, and community priorities, along with cultural humility, a relational approach, and a proven ability to work in culturally appropriate ways.

Knowledge, Skills, and Abilities

- Advanced knowledge of Ontario's economic landscape and growing opportunities for First Nations participation, including energy, infrastructure, natural resources, tourism, environmental services, and emerging technologies.
- Knowledge of Indigenous rights, treaty relationships, duty to consult principles, regulatory processes, and relevant legislative frameworks
- Familiarity with federal, provincial, and Indigenous financing programs, funding mechanisms, and investment structures.
- Understanding of economic reconciliation principles and approaches that advance Indigenous self-determination, economic sovereignty, and long-term community prosperity.
- Experience evaluating complex investments, partnerships, and revenue-generating opportunities.
- Strong strategic and analytical capabilities.
- Excellent business and political acumen.
- Ability to manage multiple priorities in a fast-paced environment.

The Candidate continued

Knowledge, Skills, and Abilities continued

- Strong understanding of diverse business functions (HR, IT, finance, operations).
- Exceptional communication skills - written, oral, and presentation.
- Ability to compile, interpret, and communicate complex information concisely.
- Highly collaborative, relationship-driven leadership style.
- Skilled in managing multidisciplinary projects.
- Ability to work independently with high accountability.
- Demonstrated ability to mentor and build capacity within First Nation communities.

Education and Experience

- The Board recognizes that leadership experience may be gained through many paths. Equivalent combinations of education, business leadership, governance experience, community leadership, and lived experience will be considered.
- Degree in Business, Commerce, Economics, Law, Public Administration, Engineering, or related discipline is an asset.
- MBA or graduate education considered an asset.
- Minimum ten (10) years of progressively responsible executive leadership.
- Experience leading complex organizations or major business initiatives.
- Experience negotiating commercial agreements and partnerships.
- Experience working with First Nation governments or economic development corporations.
- Strong financial management experience.
- Experience working with Boards of Directors.
- Knowledge of corporate governance, investment analysis, and economic development.
- Knowledge of Anishinaabe governance, history, culture, and community relationships is a significant asset.



Curve Lake First Nation

Curve Lake First Nation (CLFN) is a thriving Anishinaabe community of more than 2,500 members. As a member of the Williams Treaties First Nations and the Michi Saagiig Nation, CLFN is grounded in a strong cultural identity and a close-knit community that values each member's contribution.

Located 25 kilometres northeast of Peterborough, Ontario, the territory includes a mainland peninsula, Fox Island, and smaller islands throughout the Trent-Severn Waterway system. The total land base is approximately 900 hectares.

CLFN is home to one of Ontario's only First Nation-owned and operated cultural centres, which serves as a year-round source of knowledge and a place for community members and visitors to learn about the history, culture, traditions, and ceremonies of the Michi Saagiig Anishnaabeg.

To learn more about Curve Lake, please visit: **curvelakefirstnation.ca**

The Application Process

All qualified candidates are encouraged to apply. In support of community capacity building and Indigenous leadership, preference may be given to qualified Curve Lake First Nation members and other First Nations candidates.

Please note: In the latter stages of the selection process, candidates who choose to identify as Indigenous may be asked to provide information that supports their declaration, consistent with Oshkiigmong EDC standards and prevailing practices for Indigenous identity substantiation. This may include:

- Letters of support from your Indigenous community;
- Reference letters from Indigenous members of your community; and/or
- Documentation supporting your confirmed citizenship as a member of a recognized First Nations, Inuit and/or Métis group.

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 **Oshkiigmong EDC** in the subject line.

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

KATY GOTTFRIEDSON-JASPER
Senior Consultant
Pathways Executive Search
Telephone: 250-318-6788
KatyGJ@PathwaysExecutiveSearch.com

SAXON MILLER
Consultant
Pathways Executive Search
Telephone: 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.