



**PATHWAYS**  
**EXECUTIVE SEARCH**



**Indigenous Loan Guarantee Program Company**  
**A Subsidiary of CDEV**  
**Associate**



---

Canada Development  
Investment Corporation

La Corporation de développement  
des investissements du Canada

# Background

The recent launch of the federal Indigenous Loan Guarantee Program (“ILGP”) moves Indigenous economic reconciliation from discussion to action. This historic milestone helps make participation in Canada's economic prosperity a reality for the country's Indigenous Peoples. It helps remove historic barriers to inclusion in the economy while creating new possibilities for maximizing growth that will benefit the entire country. The economic success of Indigenous Peoples is the success of all Canadians.

To advance Indigenous economic reconciliation for Canada meaningfully, the opportunity must be given to Indigenous groups to become leaders and equity partners in these projects. ILGP will reduce the cost of capital for Indigenous groups across the country and support their ability to raise capital to invest in, and become commercial partners in, natural resources and energy projects.

The magnitude of the economic opportunity for Indigenous Peoples and for the country is considerable. A [recent report](#) from the First Nations Major Projects Coalition (“FNMPC”), estimates that nearly 500 major natural resource projects—affecting Indigenous lands and representing roughly \$570 billion in capital investment—will be developed in Canada over the next decade. More than 80 percent of these projects will be in the Energy sector, with the remaining 16 percent in Mining and four (4) percent in Forestry. ILGP will help to unlock access to equity investments in many of these natural resources and energy projects across the country.

As part of Budget 2024, the Government of Canada pledged \$5 billion to the program and mandated Canada Development Investment Corporation (“CDEV”) to lead its launch and delivery. CDEV will deliver ILGP through a subsidiary company (the “Company”) and is looking for a leader who will be the driving force behind the Company’s launch to serve as the Director of Development and Stakeholder Relations.

# The Organization

## ABOUT CDEV

For over forty (40) years, as a federal Crown corporation, CDEV has provided the Government of Canada with unique and specialized financial advisory around the country's most complex and diverse commercial interests. CDEV reports to Parliament through the Minister of Finance and to its own board of directors. CDEV has a long history of leading critical financial transactions, including launching and operating new entities to help Canada achieve its goals and maximize the value of government assets. In addition to providing financial advisory to the government, CDEV oversees and is responsible for the CDEV Group of Companies, with over \$55 billion of assets under management. Certified as a "Great Place to Work Canada," CDEV is a collaborative, high performing, experienced and commercially focused organization that will provide critical support to the Company through its launch and beyond.

## ABOUT THE COMPANY

Operating as a wholly owned subsidiary of CDEV, the Indigenous Loan Guarantee Program Company (ILGPCo) is being established to unlock access to capital for Indigenous groups. While Indigenous groups are now consulted on energy and natural resource projects, there are historical, systemic, and legal barriers that can impede them from participating in and benefitting from these economic opportunities. ILGP is a direct response to calls to action to address such barriers, specifically, the access to affordable capital gap. ILGP will reduce the cost of capital for Indigenous groups across the country and support their ability to raise capital to invest in natural resources and energy. ILGP will facilitate Indigenous groups in becoming meaningful equity partners, on their terms, to derive significant financial benefit from ownership in natural resource and energy projects.

By offering loan guarantees, ILGP will facilitate more favorable borrowing rates, promoting increased Indigenous ownership of cash-generating assets in the natural resource and energy sector and delivering higher cash flow from their equity investments.

# The Organization continued

## ABOUT THE COMPANY continued

ILGPCo will: Conduct outreach and engagement with Indigenous groups; Prioritize applications; Undertake due diligence and analysis; Negotiate, issue and administer loan guarantees; and Monitor and manage the portfolio of loan guarantees. The Company will engage applicants to refine proposals and ensure they meet rigorous standards of financial viability and align with the program's objectives.

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



# The Opportunity

The Associate contributes to ILGPCo's mandate by providing critical support on key assignments, under the oversight of a Director and a VP. The Associate also provides leadership, coaching and mentoring to Analysts. The Associate can be based in either of CDEV's Toronto or Ottawa offices. Hybrid work arrangement for both locations.

## RESPONSIBILITIES

- Conduct industry research/analysis on opportunities and potential applicants for the Indigenous Loan Guarantee Program in the natural resources sectors, working independently or as part of a team to deliver insights and support decision-making;
- Develop productive relationships with potential applicants; Indigenous regional representative organizations; consultants and advisors working on Indigenous economic reconciliation; project proponents; and other stakeholders working on potential ILGP projects;
- Develop reports, presentations and other materials for an external audience for use on the ILGP website, workshops, conferences and meetings related to ILGP.
- Perform compliance reviews to ensure that applications meet eligibility criteria and requirements of ILGP;
- Support the project execution team in the management of transactions and projects, including working closely and engaging with key advisors, such as investment banks, management consultants and lawyers;
- Manage projects from initiation to completion within area of responsibility, adjusting priorities as necessary to ensure timely execution of deliverables;
- Maintain well organized and current project files and documentation, ensuring easy access to documents;
- Design, develop and maintain internal databases to support data analysis and reporting needs, ensuring data integrity and accuracy;
- Work on special projects with the Executive Team, as required;
- Support other projects and requests which may arise; and
- Represent CDEV in external meetings with advisors, clients and Government of Canada staff
- Work closely with the Analyst team as a coach and mentor, supporting their development.

# The Candidate

## Required Skills and Qualifications:

- University degree in a discipline relevant to the position or an equivalent combination of training and experience;
- 3-5 years relevant experience in one or more: public policy related to Indigenous economic development; engagement, consultation and partnerships with Indigenous groups; major projects involving Indigenous groups in the natural resource sectors;
- Strong analytical skills, including the ability to analyze data and feedback from community engagements and develop actionable recommendations;
- Strong understanding of Indigenous cultures, histories, and traditions, including sensitivity to cultural protocols and an ability to approach engagement with respect and understanding;
- Excellent verbal and written communication skills, with the ability to adapt messaging to suit the audience, whether through formal presentations, community meetings or informal discussions;
- Ability to build and maintain strong networks and trusting relationships with community representatives, government bodies and internal teams
- Proficiency in MS PowerPoint, Excel and Word;
- Ability to create professional reports for senior management, external audiences, and Board of Directors, with minimal oversight;
- Ability to exercise discretion and engage tactfully with external advisors, CDEV/ILGPCo teams, Indigenous representatives, provincial Indigenous loan guarantee agencies, stakeholders interested in ILGP and the Government of Canada;
- A team player who is flexible enjoys variability and is able to work on a diverse range of projects, including those that are highly sensitive and confidential;
- Lead by example, demonstrating a high standard of accuracy, diligence and ethical conduct in the performance of responsibilities and inspiring colleagues through a positive attitude, a strong work ethic and a collaborative approach to teamwork; and
- Proficiency in coaching and mentoring practices.

## Preferred Skills and Qualifications:

- Proficiency in both official languages;
- Understanding of natural resource sectors, including energy, forestry, mining, oil/gas, electricity, and energy transmission;
- Experience in the private and public sectors in natural resource sectors;
- In-depth understanding and experience in engaging and consulting Indigenous groups.



## Additional Information

### WORKING CONDITIONS

Work is performed in an office environment with no physical effort required beyond day-to-day movement such as sitting, standing, walking, etc. No audio/visual effort is required beyond day-to-day activities such as working on a computer, answering phones, or e-mails.

## To Apply

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

**Katy Gottfriedson-Jasper • Senior Consultant**

**Pathways Executive Search**

Telephone: 250-318-6788

[KatyGJ@PathwaysExecutiveSearch.com](mailto:KatyGJ@PathwaysExecutiveSearch.com)

**Meaghen Fillion • Consultant**

**Pathways Executive Search**

Telephone: 204-292-8937

[MeaghenF@PathwaysExecutiveSearch.com](mailto:MeaghenF@PathwaysExecutiveSearch.com)

(bilingual English and French)

To apply, please submit a Cover Letter and Resume directly to Pathways Executive Search outlining your interest, qualifications, and experience by **Thursday, November 28th, 2024** to [applications@pathwaysexecutivesearch.com](mailto:applications@pathwaysexecutivesearch.com)

**Pathways Executive Search** is a national recruitment firm offering Indigenous-focused professional services. With a mission to make recruitment and career journeys less challenging and more equitable, Pathways is guided by Indigenous values and principles of Indigenous inclusion, which underscore the capacity to build an inclusive process for all racialized and equity-deserving professionals.