



PATHWAYS
EXECUTIVE SEARCH



Indigenous Loan Guarantee Program

Director, Development and Stakeholder Relations



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

LAUNCHING A NEW COMPANY TO DELIVER THE PROGRAM

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

The Company will be a wholly owned subsidiary of CDEV. Its incorporation is expected to occur in the Fall of 2024.

The Company 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 with applicants to refine proposals and ensure they meet rigorous standards of financial viability and align with the program's objectives. CDEV will provide ongoing support including due diligence, portfolio management, governance, communications, and other corporate functions, as needed.

Additionally, for the first two years, Natural Resources Canada ("NRCan") will be responsible for assessing the eligibility of Indigenous groups

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



The Opportunity

As part of establishing this new subsidiary, the opportunity for the Director, Development and Stakeholder Relations is driven by the need to build the organization swiftly and position it to issue loan guarantees in the medium term. The role will be pivotal in cultivating and maintaining relationships with Indigenous groups and key stakeholders, including potential applicants, project proponents, lenders, and advisors. Engaging with these groups is crucial for identifying viable projects, building trust, and ensuring the Company's offerings align with the needs of Indigenous groups and stakeholders.

The Director will lead outreach efforts to promote awareness and understanding of the Company's objectives and opportunities, fostering strong partnerships that can support the growth and sustainability of both the organization and its projects. Additionally, the Director will collaborate with Indigenous communities and leaders to ensure meaningful participation and representation.

CDEV also envisions significant Indigenous representation within the organization itself, ensuring a diverse and knowledgeable team that can effectively manage the Company's development and future growth. This means recruiting personnel with experience in financial due diligence, commercial transactions, Indigenous participation in natural resource projects, and loan portfolio management.

The Opportunity continued

KEY RESPONSIBILITIES

The Director, Development and Stakeholder Relations will initially report to the Vice President, CDEV (“VP”) who leads the establishment of ILGP. In launching this new subsidiary of CDEV, the work will include a wide range of responsibilities from developing and implementing an engagement plan to supporting the development of tools and procedures for ILGP, including contributing to policy issues and overseeing the work of external consultants. Launching the Company in a timely and effective manner may require other duties not listed here.

The Director is expected to work with members of the CDEV Executive Leadership Team (“ELT”) who are involved in the establishment of the subsidiary, and will liaise with Indigenous groups, industry, and government stakeholders to broaden awareness, support and engagement in the program.

As CDEV’s dedicated ILGP subsidiary is established, this role would report to its leadership team. The nature of the role would likely evolve, based on the needs of the Company, to support the implementation of ILGP, including ongoing outreach, relationship-building and supporting the work of the ILGP subsidiary. This position may also support other dimensions of CDEV’s business or its subsidiaries, some of which are designed to increase the economic participation of Indigenous groups in the Canadian economy.

The selected candidate may be based in either the Toronto or Ottawa CDEV offices, currently with a hybrid work option at both office locations. Flexibility on location may be possible due to the national reach of this position search.

Main Responsibilities include:

- Development and successful delivery of engagement plans in accordance with the overarching stakeholder engagement strategy;
- Manage stakeholder mapping and prepare communications to Indigenous groups and stakeholders and respond to enquiries;
- Support the development of an external-facing website to support the intake process for ILGP;
- Provide briefings and support to technical teams for meetings with Indigenous groups and stakeholders;
- Arrange and attend meetings with Indigenous groups and stakeholders and ensure feedback is documented;



The Opportunity continued

Main Responsibilities include continued:

- Design and manage workshops and roundtables to seek input on key design parameters from Indigenous groups and stakeholders;
- Support the development of policies and procedures for the ILGP; and,
- Provide advice to CDEV Executive Leadership Team on a range of Indigenous policy and program issues.

The Candidate

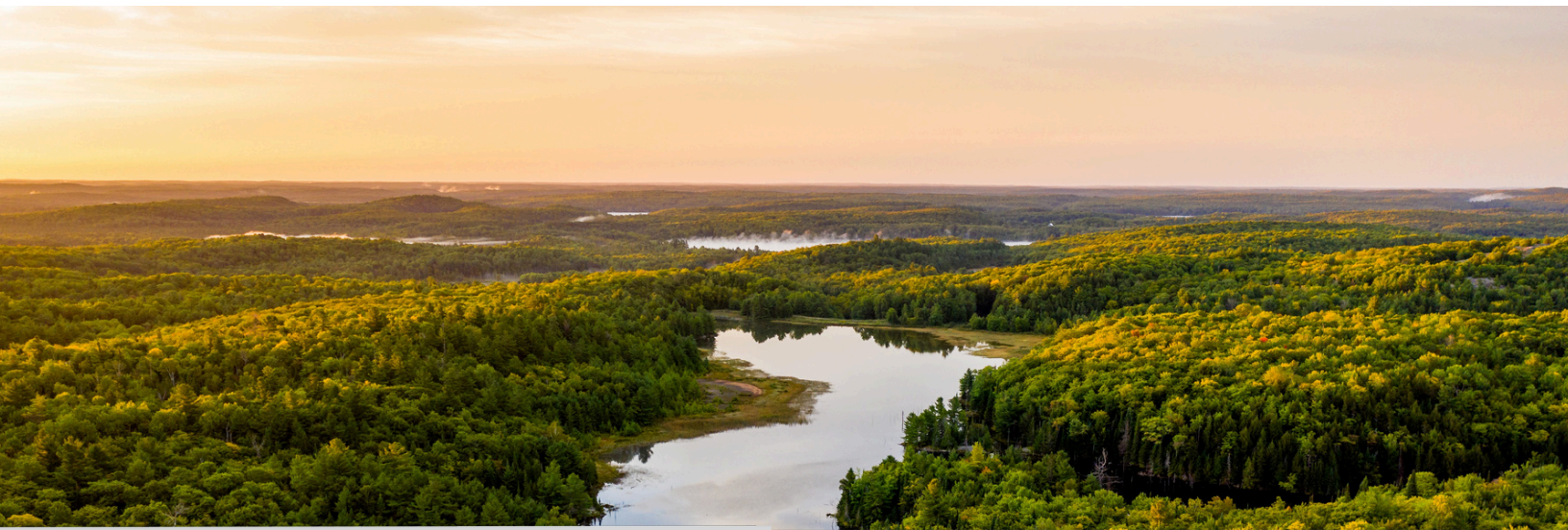
Required Skills and Qualifications:

- Undergraduate Degree in a related field;
- Minimum of 8-10 years of related experience, with extensive experience in successfully managing complex issues;
- Comprehensive knowledge and proven experience working with Indigenous groups;
- Demonstrated experience advising senior leaders, boards or other related stakeholders on issues management;
- Minimum of 5 years of experience leading teams and projects, including strong project management credentials;
- Demonstrated ability to establish and build effective working relationships and partnerships with senior leaders, colleagues, and external stakeholders;
- Experience in or familiarity with government and/or government relations;
- Excellent critical thinking and analytical skills; and,
- Demonstrated experience in strategic planning and change management.

The Candidate continued

Preferred Skills and Qualifications:

- Master's Degree in related field;
- Proficiency in both official languages;
- In-depth knowledge of communication channels relevant to Indigenous communities and government relations;
- Good interpersonal and networking skills, highly articulate team player;
- Experience working with Indigenous groups in one or more of the natural resources sectors;
- Ability to deal confidentially with information that has financial, political, regulatory and reputational implications;
- Self-directed, proactive professional;
- Experience in both the corporate world and a government setting would be considered ideal;
- Financial literacy and a certain level of comfort working in the financial sector is expected;
- A willingness to always learn and improve relevant skills;
- Curious, and committed to integrity and public duty;
- Confident, dynamic, practical, approachable, skilled at presenting ideas and recommendations, and focused on outcomes;
- Ability to understand different perspectives and seek mutually beneficial solutions through negotiation;
- At ease working with a lean team where roles and responsibilities may overlap and where collaboration, agility and an entrepreneurial spirit are necessary; and
- The desire to be part of a high performing, dynamic and commercially minded group of professionals.





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

Meaghen Fillion • Consultant

Pathways Executive Search

Telephone: 204-292-8937

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 7th, 2024** to 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.