



**PATHWAYS**  
**EXECUTIVE SEARCH**



## **Indigenous Engagement Senior Advisor**



**Canadian Securities  
Administrators**

**Autorités canadiennes  
en valeurs mobilières**

The Canadian Securities Administrators (CSA) is the umbrella organization of Canada's provincial and territorial securities regulators whose objective is to improve, coordinate, and harmonize regulation of the Canadian capital markets. Recognizing the CSA's places of work lie on the traditional lands of several First Nations, Métis, and Inuit Peoples, the organization is committed to engaging with Indigenous Peoples to inform its regulatory work, including rule and policymaking.

In this newly created role, the CSA's **Indigenous Engagement Senior Advisor** will play a critical role in helping the CSA and its members engage and communicate with First Nations, Métis, and Inuit communities and organizations. The Senior Advisor will deliver and support the design, development, execution, and evaluation of Indigenous engagement activities. The Senior Advisor will assist CSA members in fostering ongoing relationships with Indigenous Peoples to ensure the voices of First Nations, Métis and Inuit Peoples are heard. The Senior Advisor will provide expert advice to CSA staff on outreach efforts.

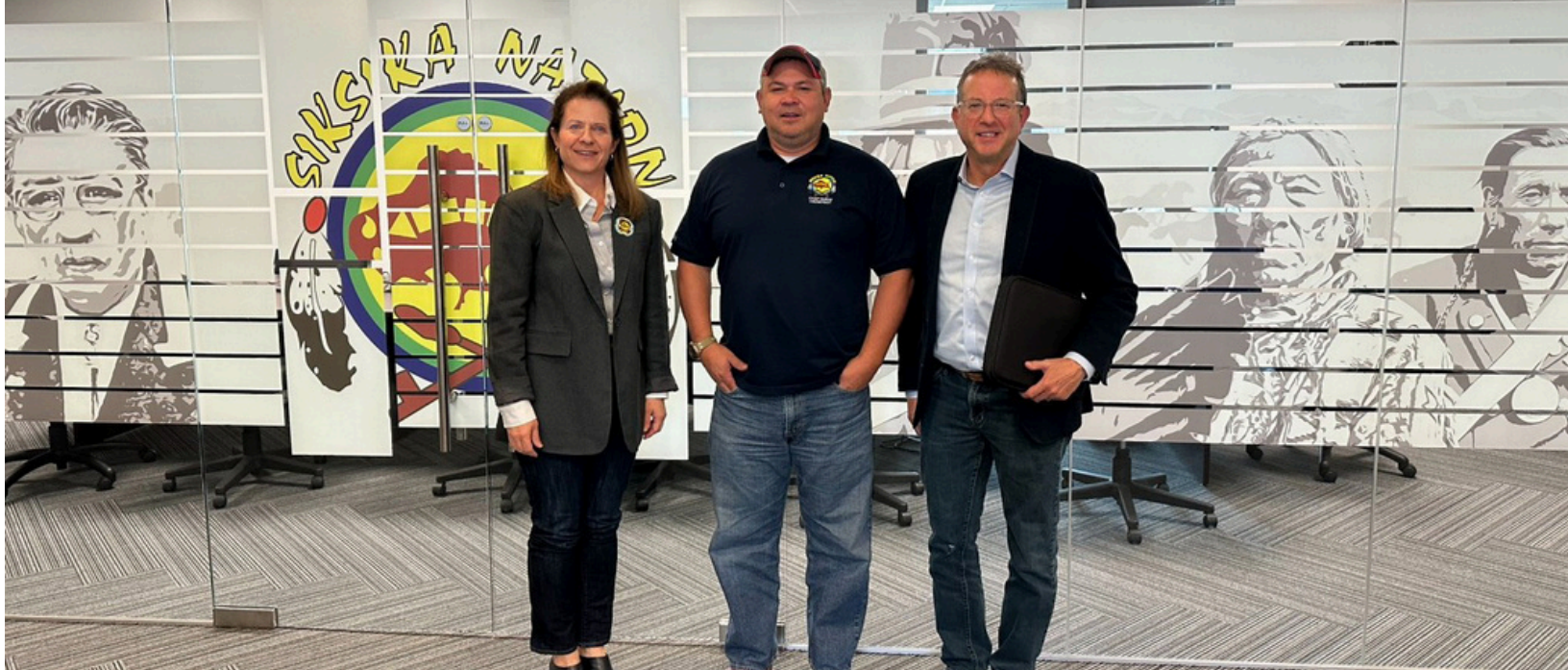
## The Organization

The Canadian Securities Administrators (CSA) is the umbrella organization of Canada's ten provincial and three territorial securities regulators whose objective is to improve, coordinate and harmonize regulation of the Canadian capital markets.

Under the umbrella of the CSA, securities regulators work collaboratively to develop a harmonized approach to securities regulation across the country. By collaborating on rules, regulations, and other programs, the CSA helps avoid duplication of work and streamlines the regulatory process for companies seeking to raise investment capital and others working in the investment industry. It aims to achieve consensus on policy decisions which affect the Canadian capital market and its participants.

This coordinated and collaborative approach allows members to develop solutions to issues in the Canadian capital markets on a national level, while also addressing regional interests and specializations, creating a uniquely Canadian outcome.

The CSA brings provincial and territorial securities regulators together to share ideas and work at designing policies and regulations that are consistent across the country and ensure the smooth operation of Canada's securities industry.



## The Organization continued

### MISSION

To give Canada a securities regulatory system that protects investors from unfair, improper or fraudulent practices and fosters fair, efficient and vibrant capital markets, by developing a national system of harmonized securities regulation, policy and practice.

### THREE OBJECTIVES OF SECURITIES REGULATION

Three objectives guide the CSA's members as they work together to protect investors while supporting efficient capital markets.

#### The protection of investors

We are here to protect investors from fraudulent, manipulative or misleading practices. We do this by:

- Mandating full disclosure of information material to investment decisions;
- Educating investors about the risks and responsibilities of investing;
- Authorizing persons who provide investment services to the public; and
- Supervising market intermediaries.

#### Fair, efficient and transparent markets

We are here to ensure investors have fair access to market facilities and market or price information through regulation that can detect, deter and penalize market manipulation and unfair trading practices.

# The Organization continued

## The reduction of systemic risk

We aim to reduce the risk of failure of market intermediaries and when it cannot be avoided, we then seek to reduce the impact on investors and other market participants.

## THE 2022-2025 BUSINESS PLAN

The [CSA's three-year business plan](#) outlines six strategic goals reflecting CSA members' commitment to maintain investor confidence in the Canadian capital markets and ensure their efficient operation.

1. **Strengthen** the capital markets regulatory system by implementing a single self-regulatory organization, pursuing collaboration with federal agencies, modernizing the CSA IT National Systems, incorporating Indigenous issues and perspectives in CSA policy work, and refining our data strategy to support more efficient and effective regulation.
2. **Optimize** investors' ability to contribute to policymaking and expand investor education outreach.
3. **Improve** investor protection by enhancing investors' ability to obtain redress and strengthening the advisor-client relationship.
4. **Address** emerging issues and trends, including the environmental, social and governance (ESG) issues, and emerging technologies and business models.
5. **Deliver** smart and responsive regulation protecting investors while reducing regulatory burden.
6. **Promote** the integrity and financial stability through effective market oversight.

## Incorporating Indigenous People's Issues and Perspectives

Under Strategic Goal #1 (above), initiative 1.4 calls for the CSA to incorporate Indigenous Peoples' issues and perspectives in CSA policy work.

Internally, the CSA Taskforce on Indigenous Peoples in the Capital Markets led this effort and has examined the role of securities regulators in relation to Indigenous communities. Working with an external expert, the Taskforce has assessed how the CSA could integrate the views of Indigenous Peoples within securities regulation and investor education and has provided recommendations on how to engage Indigenous groups to seek their input in capital markets regulation, where appropriate.

Read the [2023-2024 Year in Review](#).

# The Role

The Canadian Securities Administrators (CSA)' places of work lie on the traditional lands of First Nations, Métis, and Inuit communities. The CSA is committed to engaging with Indigenous Peoples to inform its regulatory work, including rule and policymaking.

The CSA **Indigenous Engagement Senior Advisor** will play a critical role in helping the CSA and its members engage and communicate with First Nations, Métis and Inuit communities and organizations. The Senior Advisor will deliver and support the design, development, execution, and evaluation of Indigenous engagement activities. In that capacity, the Senior Advisor will assist CSA members to foster ongoing relationships with Indigenous Peoples to ensure the voices of First Nations, Métis and Inuit Peoples are heard. The Senior Advisor will provide expert advice to CSA staff on outreach efforts.

## KEY RESPONSIBILITIES

- Work collaboratively with CSA groups to develop Indigenous engagement plans for CSA policy projects, where appropriate.
- Coordinate CSA pan-Canadian engagements activities for policy initiatives.
- Advise and support individual CSA members as part of local Indigenous outreach efforts.
- Identify and support employee development by facilitating education regarding Indigenous Peoples for staff of CSA members, including assessing training needs, identifying appropriate training programs, and coordinating training.
- Develop Indigenous engagement procedures and protocols for the CSA.
- Coordinate and manage the honorarium fund for the CSA.
- Attend events within Indigenous Peoples and organizations and identify opportunities for partnerships or collaboration with CSA members to understand Indigenous perspectives on potential impacts from regulatory activities.
- Identify, research, and propose opportunities for innovative relationship and partnership strategies for CSA central and local Indigenous outreach efforts.
- Monitor national, regional, and local Indigenous current affairs and share relevant information with CSA members to help inform and build relationship opportunities.
- Provide regular updates to CSA members on engagement activities and events.
- Work collaboratively with CSA members to ensure harmonized and consistent messaging.
- Track and monitor Indigenous engagement activities across all CSA projects and jurisdictions.



## Location

- This position offers a hybrid working environment, with the expectation of being in the office at least 50% of the time.
- The successful candidate will be hired by the provincial or territorial regulator where they reside.

## The Candidate

The **Indigenous Engagement Senior Advisor** is essential to supporting and strengthening the CSA and its members' capacity to engage effectively with Indigenous Peoples and organizations.

### QUALIFICATIONS, SKILLS, AND ABILITIES

Reporting into the CSA Secretariat, the Indigenous Engagement Senior Advisor will:

- Have expert knowledge, understanding, and appreciation of:
  - Indigenous cultures and rights, including the United Nations Declaration on the Rights of Indigenous Peoples and the Truth and Reconciliation Calls to Action.
  - The broad social, legal, and political issues related to Indigenous Peoples, including multi-jurisdictional issues, relationships, land/treaty negotiations, health outcomes, environmental concerns, and other matters of economic development.
  - The legal framework in Canada regarding Indigenous rights, including relevant protocols, procedures, principles, and considerations for engaging with First Nations, Métis and Inuit communities and organizations.

# The Candidate **continued**

- Be able to foster a culturally safe and respectful environment and maintain trusting, strategic relationships with Indigenous Peoples and organizations.
- Be motivated and organized, with strong coordination skills and the ability to manage multiple key initiatives in parallel.
- Demonstrate an exceptional ability to communicate effectively and creatively, both orally and in writing.
- Exhibit excellent listening and facilitation skills and the ability to understand different perspectives.
- Be able to work in a supportive and collaborative role with various stakeholders across the CSA.
- Understand the financial industry and securities regulation in Canada (this is considered an asset).
- Be able to travel to various locations across Canada to engage with Indigenous communities for policy projects, as needed.

## **EDUCATION AND EXPERIENCE**

- Post-secondary education in a discipline pertinent to this work, or the equivalent combination of education and experience.
- Indigenous cultural safety training and/or equivalent lived experience.
- Experience working in and/or engaging with Indigenous Peoples and organizations, especially in an environment with co-existing but potentially divergent positions.

## **ADDITIONAL INFORMATION**

- Bilingualism (French, English, both oral and written) will be considered a strong asset.
- Preference will be given to those individuals that identify as Indigenous.
- The successful candidate will need to be willing and able to travel to different CSA members' locations.



# To Apply

An initial overview of applications and interested candidates will occur the week of January 6th, 2025.

To apply, please submit a Cover Letter and Resume (PDF version) outlining your interest, qualifications, and experience directly to Pathways Executive Search  
[Applications@PathwaysExecutiveSearch.com](mailto:Applications@PathwaysExecutiveSearch.com).

Please note: In the latter stages of the selection process, the following additional steps may be required for individuals who are invited to an interview with the selection committee:

- Declaration of Indigenous heritage.
- Information and/or correspondence that supports their self-declaration. Items supporting the self-declaration may include:
  - Letters of support from your Indigenous Community.
  - Reference letters from Indigenous members of your community.
  - Documentation supporting your confirmed citizenship as a member of a recognized First Nations, Inuit, and/or Métis group.

For more details or questions, please contact:

**Laurie Sterritt • Managing Partner**

**Pathways Executive Search**

Telephone: 778-838-4569

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

**Saxon Miller • Consultant**

**Pathways Executive Search**

Telephone: 204-299-7054

[SaxonM@PathwaysExecutiveSearch.com](mailto:SaxonM@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.