



**PATHWAYS**  
**EXECUTIVE SEARCH**



**Executive Director**  
**Anishinabek Nation**





## The Organization

The Anishinabek Nation represents 39 First Nations across Ontario, spanning from the Algonquins of Pikwàkanagàn in the east to the Aamjiwnaang First Nation in the south, and as far north as Lake Nipigon. Together, these 39 First Nations comprise approximately 65,000 citizens, making up one-third of Ontario's First Nations population. The Anishinabek Nation is organized into four strategic regions: Southwest, Southeast, Lake Huron, and Northern Superior, each led by a Regional Chief.

The Anishinabek Nation established the Union of Ontario Indians (UOI) in 1949 as its legal entity, enabling it to enter binding agreements, as the Nation itself did not have legal status. Representing 39 member First Nations, the UOI is Ontario's oldest political organization, with its origins rooted in the Confederacy of Three Fires, a historic alliance that predates European contact.

As of June 2017, Leadership Council gave direction to use the corporate entity of the UOI for legally-binding agreements, and to use Anishinabek Nation for all other purposes. The goals of this approach are to reinforce the existence of the Anishinabek Nation and to create greater unity amongst the Anishinabek First Nations.

The organization's head office is located in Nipissing First Nation, near North Bay, Ontario, with satellite offices in Fort William First Nation, Curve Lake First Nation, Munsee Delaware Nation, Garden River First Nation, Sudbury, and Thunder Bay.



## The Organization continued

### The Anishinabek Nation:

- Delivers a variety of programs and services, such as health, social development, education, communications, strategic initiatives, economic development, lands and resources, labour and market development, governance, and legal.
- Provides a forum for collective First Nation action on both individual and shared issues through resolutions passed by the Chiefs-in-Assembly, which guide the direction of the Grand Council Chief.
- Is governed by a Board of Directors and led by a Grand Council Chief and a Deputy Grand Council Chief, who oversee the organization's day-to-day leadership responsibilities.

To learn more about the Anishinabek Nation, including annual reports, affiliated organizations, and resources, visit [their website](#).



## The Opportunity – Executive Director

Under the direction of the President (Grand Council Chief) and Board of Directors (Leadership Council), the Executive Director (ED) will oversee the organization's administration and act as the key driver of advocacy for its 39 First Nations.

The Anishinabek Nation is seeking a collaborative Executive Director who will build and deliver upon a shared vision and realize over-arching community goals. This visionary leader will champion advocacy efforts, oversee programs, and manage operations while fostering strong partnerships with Anishinabek communities.

The Executive Director will oversee both strategic planning and daily operations, providing executive leadership and mentorship to a highly dedicated team of professionals. This individual will possess a deep understanding of the unique cultural and political contexts of the organization's communities and will be committed to working closely with them, fostering teamwork, and upholding integrity in all aspects of their work.

The Executive Director will lead the organization in achieving its mission and vision, overseeing multiple departments while ensuring the consistent implementation of Grand Council-approved policies and procedures. As a facilitator of knowledge, the ED will foster and maintain positive, respectful relationships with staff and communities alike.

# The Opportunity continued

The Executive Director will receive functional direction from the Grand Council Chief and is responsible for a variety of duties in all areas of the office, including:

- **Policy and Compliance:** Providing strategic leadership in the development, implementation, and enforcement of all organizational policies and administrative guidelines.
- **Implementing Strategic Priorities:** Overseeing the implementation of strategies approved by the Leadership Council, aligned with Anishinabek Nation Chiefs-in-Assembly mandates.
- **Advocacy:** Collaborating with the Anishinabek Nation Political Office, Leadership Council, and Program Directors on the development and implementation of advocacy strategies.
- **Programs and Services:** Oversee and provide strategic direction and oversight to Program Directors to ensure the effective and efficient delivery of advocacy support, programs, and services.
- **Operations:** Provide strategic leadership and direction for all operational aspects of the organization. Oversee and guide the Director of Operations, ensuring the effective day-to-day management, implementation, and optimization of operational functions to achieve organizational goals.
- **Human Resources:** Provide strategic oversight for the organization's human resources strategy and vision. Offer direction and guidance to the Director of Human Resources, who manages the day-to-day operations and implementation of all HR functions.
- **Finances:** Ensure the financial health and strategic direction of the organization. Provide guidance and oversight to the Director of Finance, who is responsible for the day-to-day management of all financial functions, including budgeting, accounting, and financial reporting.

# Key Responsibilities and Competencies

## Competency 1: Executive Leadership and Oversight

- **Strategic Leadership:** Oversees the implementation of strategic priorities as determined by the Leadership Council, aligning with Anishinabek Nation Chiefs-in-Assembly mandates.
- **Advocacy:** Leads advocacy efforts, working collaboratively with the Program Directors in support of the Anishinabek Nation Political Office, Leadership Council, and aligned with Anishinabek Nation Chiefs-in-Assembly mandates.
- **Financial Oversight:** Manages the organization's finances, ensuring fiscal soundness and adherence to approved budgets.
- **Operational Efficiency:** Ensures the efficient and effective operation of all departments, including human resources, finance, and program delivery.
- **Policy and Compliance:** Ensure compliance with relevant policies, procedures, and regulations, including the Union of Ontario Indians Human Resources Policy and the Accounting Policy and Procedures Manual.
- **Accountability and Reporting:** Provides regular, transparent reporting to the Leadership Council, Treasury Board, First Nation Leadership, Program Directors, and other relevant partners.
- **Team Leadership:** Provides strategic leadership and mentorship to Program Directors, fostering a collaborative environment and ensuring their work aligns with organizational goals.
  - Leads the Senior Management Team (Director of Operations, Director of Finance, and Director of Human Resources) in strategic planning and in addressing organizational challenges to maintain the stability and success of the organization.

## Competency 2: Health and Safety Leadership

- **Health and Safety Compliance:** Ensures compliance with all relevant health and safety regulations, including the Occupational Health and Safety Act.
- **Risk Management:** Identifies, assesses, and mitigates workplace hazards.
- **Safety Culture:** Foster a strong health and safety culture, prioritizing staff well-being and safety.
- **Incident Reporting:** Ensures prompt reporting and investigation of workplace incidents.

# Key Responsibilities continued

## Competency 3: Interpersonal and Communication Skills

- **Effective Communication:** Communicates effectively with staff, First Nations leadership, community members, government officials, and other organizations.
- **Relationship Building:** Builds and maintains strong relationships with internal and external partners.
- **Public Representation:** Represents the organization effectively at various events, meetings, and public forums.
- **Team Leadership:** Leads and motivates staff, fostering a positive and collaborative work environment.
- **First Nation Engagement:** Engage with First Nations within the scope of responsibilities to understand their needs and concerns while fostering consensus.

## Competency 4: Ethical Conduct and Professionalism

- **Ethical Conduct:** Adheres to high ethical standards and organizational values.
- **Confidentiality:** Maintains confidentiality of sensitive information.
- **Professionalism:** Demonstrates professionalism in all interactions, both internal and external.

## Competency 5: Commitment to Anishinaabe Culture and Heritage

- **Cultural Sensitivity:** Demonstrates respect for Anishinaabe culture, history, the Seven Grandfather Teachings, and the unique perspectives of Anishinabek Nation communities.
- **Language Learning:** Actively pursue learning Anishinaabemowin and deepen understanding of Anishinaabe culture and heritage.
- **Language Integration:** Promotes the use of Anishinaabemowin within their work and organizational context.
- **Cultural Revitalization:** Contributes to the preservation and revitalization of Anishinaabe culture and traditions.



# The Candidate

## Skills and Qualifications

- Preferred: Post-secondary degree in Business Management/Public Administration or related field and 10+ years of senior management experience.
- Proven management and administrative skills, including financial and human resource management.
- A strong understanding of, and interest in, Anishinabek Nation communities, First Nations organizations, and the issues and challenges facing them in current events.
- Thorough knowledge and understanding of First Nations culture and traditions within Anishinabek Nation communities.
- Superior verbal and written communication skills.
- Strong strategic planning and organizational ability.
- Excellent communications skills and presence with the full range of media.
- Excellent interpersonal skills, essential for effectively engaging with a diverse group of stakeholders and maintaining staff morale and direction.
- Demonstrated ability to be an effective coach and mentor.
- Experience and ability in setting and maintaining professional standards, code of conduct, and building up the profile of Anishinabek Nation.
- Ability to maintain high confidentiality.
- Understanding of modern office technologies including word processing software, and basic spreadsheet development.



# Location: North Bay

Nestled in traditional Anishinabek territory, North Bay is home to the Nipissing and Dokis First Nations, whose Indigenous and treaty rights are recognized by the Robinson Huron Treaty of 1850 and Section 35 (1) of the Constitution Act, 1982. This ancestral land has been a home for First Nations peoples for over 10,000 years, serving as a hub of trails, canoe routes, and opportunities for hunting, fishing, and trading.

Today, North Bay is a vibrant community with over 8,000 urban Indigenous residents. Surrounded by forests and bordered by Lake Nipissing and Trout Lake, the area offers year-round outdoor activities, from ice fishing and skiing to swimming, canoeing, and hiking. Beyond its natural beauty, North Bay thrives with a dynamic arts and culture scene, contributing to the region's economy and enriches the community.





## To Apply

The position offers a competitive compensation package with tax exemption for eligible candidates. The position is open to all qualified applicants, although preference will be given to candidates of the Anishinabek Nation.

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

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

**Amelia Williams • Senior Consultant**

**Pathways Executive Search**

Telephone: 905-995-3148

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

**Saxon Miller • Consultant**

**Pathways Executive Search**

Telephone: 204-299-7054

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

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