



PATHWAYS
EXECUTIVE SEARCH



Director, Indigenous and Northern Communities

**The Conference
Board of Canada**

The Organization

The Conference Board of Canada is the nation's largest independent applied research organization offering unbiased, evidence-based information and analysis to both industry and federal/provincial governments as well as Indigenous organizations, not-for-profits and academia.

The Conference Board of Canada is widely recognized for its expert economic forecasting alongside its leading quantitative and qualitative analysis in the areas of Indigenous and Northern Communities, Immigration, Health, Innovation & Technology, Human Capital, Sustainability and Education & Skills. It delivers insights that help leaders cut through the noise and are practical, actionable and impactful.

The Conference Board of Canada endeavours to get their research into the hands of decision-makers—be they in government, business, or civil society—so that they can act on the best evidence and research in Canada. Through the strength of their analysis, the clarity of their recommendations, and the depth of their connections to decision-makers, they seek to change the world for the better. The organization is unique in the Canadian landscape. They approach their work with a dedication to independence and impartiality. Their choice of research is driven by the needs of Canada's leaders and not by personal or political interests or ideology. Their relationships with leaders are anchored on their trust in the validity and objectivity of their analyses and insights.

Mission

We empower and inspire leaders to build a stronger future for all Canadians through our trusted research and unparalleled connections.

Values

Excellence – Always put your best foot forward

Evidence – Make unbiased and informed decisions and statements

Collaboration – Work together to ensure the best outcome

Ownership – Be responsible for all the work you do and the mistakes you make

Integrity – Know and do the right thing, even when it's hard

Passion – Spark action in yourself and others

The Organization continued

Indigenous and Northern Communities

The Indigenous and Northern Communities (INC) knowledge area's research and convening agendas tackle complex issues from multiple perspectives. The team uses a multidisciplinary, mixed-methods approach to address a range of themes and topics that target northern and remote socioeconomic development and Indigenous reconciliation. Key focus areas include Indigenous self-determination; economic and labour market development; institutional capacity development; corporate-Indigenous relations; Indigenous finance and management; community resilience; infrastructure development; education, skills and training.

The Opportunity

The Conference Board of Canada is seeking a dynamic Director to lead their fast-paced and growing Indigenous and Northern Communities (INC) knowledge area within the country's foremost applied research organization.

This position will contribute to delivering INC's research and convening agendas. The role will also provide direction and oversight of INC's various lines of business – including its multi-stakeholder, custom, and field-based research initiatives.

The Conference Board of Canada is a virtual organization and as a remote worker, the successful candidate must be comfortable and able to work one hundred percent of the time from a home office in Canada. To be successful as a remote worker you need to have a self-starter attitude, possess strong organizational and time management skills and be a proactive communicator. Having a home office environment that provides for a productive, professional, and safe work environment during regular working/business hours is a requirement for this role.

The Opportunity continued

Responsibilities, Education, & Experience

Leadership Responsibilities

- Work closely with the Executive Team lead in providing vision and leadership that advances and grows the INC knowledge area.
- Ensure sound strategic orientation with the ability to execute and deliver results.
- Successfully execute strategy to achieve goals.
- Meet annual revenue, operating and stakeholder impact targets.
- Manage and continue to build the team and oversee the day-to-day operations of the business unit.
- Demonstrate the value of the organization in all interactions with employees, as well as internal and external stakeholders.

Operational Responsibilities

- Oversee and lead research projects of varying size, scope and complexity, with a focus on high-quality, impactful projects and results.
- Contribute to INC's and the Conference Board's body of knowledge by supporting the publication of briefings and reports.
- Communicate effectively with senior leaders across the organization.
- Effectively translate complex research results into clear, key messages for senior executives and decision-makers.
- Function as a subject matter expert and embrace the role of spokesperson for the Board, speaking with authority and credibility at conferences, seminars, roundtables and media interviews.

Financial Responsibilities

- Demonstrate sound financial management.
- Build and oversee the knowledge area's business plan and budget process.
- Present financial results in regularly scheduled operational review meetings (budget meetings).
- Ensure ongoing, effective utilization of team in line with billables and revenue targets.
- Meet the team's annual revenue and operating targets.



The Opportunity continued

Business Development Responsibilities

- Collaborate with the Executive Team lead and other members of the senior management team to anticipate, identify, develop and secure short, medium and long-term opportunities.
- Work with the Knowledge Area team members to identify, and prepare submissions for, relevant solicitation opportunities (e.g. Request for Proposals, Standing Offer Agreements, etc.)
- Leverage network of contacts to identify organizations that would have an interest in joining the Knowledge Area's multi-funded centre (CFN) and/or its Council (CIRC)
 - CFN - Centre for the North - It is the country's only cross-sectoral, collaborative research initiative dedicated to addressing the opportunities as well as the policy gaps, systemic barriers, and structural challenges that impact Northern socioeconomic development and reconciliation. The Centre's members - who are representatives of public, Indigenous, private, not-for-profit, and academic organizations— jointly build a program of research and convening that targets issues that are of pivotal importance to Canada's north.
 - CIRC - Corporate-Indigenous Relations Council - The aim of this council is to drive success and prosperity for industry, public sector organizations, and Indigenous communities and businesses by learning how to create and leverage equitable, productive, and collaborative corporate-Indigenous relations.
- Develop and/or identify new opportunities for business development and growth, whether solicited or unsolicited.



The Opportunity continued

Education and Experience

- Solid understanding of the key opportunities, challenges and issues associated with northern and remote socioeconomic development and Indigenous reconciliation.
- Master's degree and/or PhD in one or more of the following: Indigenous studies, development studies, sociology, public administration, or related discipline.
- Outstanding interpersonal skills including the ability to communicate effectively with internal and external stakeholders at all levels.
- Proven success in managing a team of professional staff.
- Ability to communicate research findings to senior executives.
- Proven success with business development, including the capacity to identify and implement new growth opportunities.
- Demonstrated success in the development and delivery of strategic goals and objectives.
- Extensive network of contacts with thought leaders and key national and international peer organizations that are relevant to INC's mandate and issue areas.
- Foundational understanding of quantitative and qualitative research methodologies.
- The ability to write clearly, concisely and quickly - advanced writing skills are essential and published work would be an asset.
- Experience with leading complex projects from inception to completion.
- Knowledge of an Indigenous language would be an asset.



To Apply

To learn more about this leadership opportunity, please submit a comprehensive résumé and cover letter in confidence to Pathways Executive Search.

The position offers a competitive compensation package with a salary range of \$129,000 – \$152,000 plus additional benefits.

Consideration of candidates will begin immediately with a formal review by the recruitment committee in late July. Nominations, applications, or expressions of interest should be directed to:

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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.