



PATHWAYS
EXECUTIVE SEARCH



Executive Director
Mohawk Council of Akwesasne





The Community: Akwesasne

The people of Akwesasne are predominately Kanien'kehà:ka (Mohawk), with Kanienkeha as the official language. Approximately 30% of Akwesasne's 12,000 residents continue to speak the language. The community is made up of nearly 12,000 acres of undisputed land across Ontario and Quebec.

An economic hub, the community is home to over 100 businesses, including gas stations, convenience stores, gift shops, sports stores, local traditional industries, and professional practices such as an eye doctor, chiropractor, and pharmacy. Additionally, it features restaurants, automotive repairs, construction, a bank, and more. The Mohawk Council of Akwesasne estimates that it injects more than \$100 million annually into local economies.

Akwesasne is also home to the Akwesasne Library and Cultural Center and the Tsiionkwanatïio Historic Site, which offer year-round activities and cultural enrichment programs. The annual Akwesasne Pow-wow, held in September, welcomes both the community and the general public. The Akwesasne Anowarakowa Arena hosts various events - including lacrosse and hockey - accessible to both the community and the general public. In terms of education, Akwesasne has four schools serving the community: Kana:takon School, Tsi Snaihne School, Ahkwesahsne Mohawk School (AMS), and Iohahi:io Akwesasne Education and Training Institute.

The Organization

Mission

“With a good mind, it is our responsibility to protect and exercise our inherent rights while creating sustainable partnerships and building a strong community for future generations.”

Mohawk Council of Akwesasne takes its direction from the community, is guided by the values of family and work, and recognizes that success in life is tied to the quality of all relationships and how much spirit we put into them.

Mohawk Council of Akwesasne (MCA) is the elected council for the Canadian portion of Akwesasne. The St. Regis Mohawk Tribal Council (SRMTC) is the elected council for the U.S. portion of Akwesasne. The Mohawk Nation Council of Chiefs (MNCC) is the national and historic government of the people of the Mohawk Nation. It includes the Akwesasne community, on both the north and south side of the U.S.-Canada border.

MCA employs approximately 800 people in the delivery of services through its government, which includes law enforcement, schools, health centres, administration of services, governance, etc.

The MCA recently completed an update to their Strategic Plan covering the years 2022 to 2026. The plan sets out seven priorities or branches of the tree with goals, implementation plans, and metrics to be monitored and reported on. The seven priorities are:

- Governance & Politics
- Economic Development
- Culture & Language
- Health & Well-being
- Social Development
- Environment & Infrastructure
- MCA Service Efficiency

These priorities will include projects across each of the organization's nine departments:

- 1) Department of Community & Social Services (DCSS)
- 2) Department of Economic Development (ECDEV)
- 3) Akwesasne Mohawk Board of Education (AMBE)
- 4) Department of Executive Services
- 5) Department of Finance & Administration (DFA)
- 6) Department of Infrastructure, Housing, & Environment (DIHE)
- 7) Department of Health (DOH)
- 8) Akwesasne Justice Department (AJD)
- 9) Department of Public Safety

The Executive Director will play a key role in the implementation and stewardship of this plan with an emphasis on addressing systemic barriers, supporting departmental staff, and building greater efficiencies through effective systems and communication.



The Opportunity

Reporting to Mohawk Council of Akwesasne (MCA), the Executive Director (ED) will provide strategic direction and leadership for the organization, which is composed of nine departments and over 800 employees.

The ED will be responsible for the leadership and management of the MCA Administration, in accordance with the strategic direction and policies set by the MCA. The Executive Director is a leader with extensive experience in leading large, complex public sector organizations and provides strategic leadership, workforce development, and ongoing direction and oversight of the delivery of community programs, infrastructure, and services.

The ED will play a critical role in leading change management and cultural transformation within the organization, fostering a cohesive and unified administrative structure. The leader must be capable of enforcing structural changes while ensuring effective and transparent communication.

The ED must provide steady leadership in a dynamic environment, fostering a positive and engaged workplace while promoting a healthy and self-sustaining organizational culture and prioritizing providing excellent services to community members. With an understanding of the complexities of workplace transitions, the ED must ensure that employees feel supported, valued, and equipped to navigate change effectively.

The ED promotes and supports teamwork and coordination among senior managers and between MCA departments, develops government policies, procedures and regulations, and oversees implementation and compliance monitoring.

Engaging communications with citizens and strong, positive relationships with government stakeholders, partners, and surrounding communities are necessary to advance Akwesasne's interests and priorities. Overseeing the development and implementation of effective communications and stakeholder relations strategies is an important responsibility of the ED.

The Opportunity continued

Key Responsibilities

- Lead and implement change management strategies that foster organizational cohesion and efficiency, ensuring alignment with the organization's strategic direction;
- Develop, implement, and manage human resources policies and procedures for the hiring, management, and dismissal of officers and employees of Mohawk Council of Akwesasne;
- Oversee, supervise, and direct the activities of all officers and employees of Mohawk Council of Akwesasne;
- Oversee and administer the contracts of Mohawk Council of Akwesasne;
- Identify, assess, monitor and report on financial reporting risks, fraud risks, and the quality of service delivery;
- Develops and implements effective communication strategies to ensure the community is educated on the organization's initiatives;
- Enforce clear channels for structured communication and policy enforcement, ensuring that all concerns and complaints are directed to the appropriate bodies within the organization;
- Ensure community complaints are addressed regarding the implementation of program policies and procedures within the MCA;
- Maintain a sound knowledge of all federal and provincial rules, regulations, and funding policies applicable to First Nations, understanding jurisdictional issues facing First Nations at all levels;
- Demonstrate in-depth knowledge and experience of First Nations, federal/provincial governments, business processes, decision-making, and accountability principles related to government;
- Build relationships that are necessary for advancing the priorities and interests of the Council and community;
- Ensure that the operation of the organization meets the expectations of the community, Council, and the organization's funders;
- Ensures that the programs and services offered by the organization contribute to the organization's mission and reflect the priorities of the community and Council;
- Perform any other duties of the Executive Director under the Financial Administration Law; and
- Carry out any other activities specified by Council that are not inconsistent with the Executive Director's duties specified in this law.



The Candidate

The successful candidate will bring a wealth of knowledge and experience in First Nations administration positions and will be ready to continue to drive efficient and effective leadership for the Akwesasne people. In addition, they will bring the following background and experience:

Qualifications, Skills, and Abilities

- Experience in the management of programs/projects; administration, staff program delivery, financial and human resource allocations; liaising with government officials, participating in social committees affecting First Nations Governments;
- Superior ability to manage First Nation resources, including people, material assets, and money;
- Experience leading organizational change and transformation in large, complex environments;
- Ability to navigate challenges related to cultural transformation, including creating a unified workplace culture;
- Ability to mentor, direct, and develop managers and executives;
- Ability to enforce policies and deliver difficult messages in a professional and constructive way, ensuring clarity and accountability;
- Ability to manage major projects, change initiatives, and other time-sensitive activities;

The Candidate continued

Qualifications, Skills, and Abilities

- Ability to implement quality assurance programs that ensure service excellence;
- Ability to establish and maintain management systems;
- Ability to adapt and innovate in the face of change and crisis;
- Ability to establish clear roles and responsibilities, managing expectations;
- Superior ability to communicate both orally and in writing, including accountability reporting and official communications;
- Ability to effectively collaborate with others—inside and outside of the MCA Administration;
- Ability to accept and reply constructively to criticism;
- Ability to reflect on difficult situations and respond in a way that improves future performance; and
- Knowledge of Mohawk language would be an asset.

Education and Experience

- Master's Degree in Business Administration and 7-10 years of management experience, including supervision.
OR
- Bachelor's Degree in a related business field with 10 + years of management experience, including supervision.





To Apply

The opportunity is open to all qualified applicants, although preference will be given to Indigenous candidates.

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

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

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Pathways Executive Search is an international executive recruitment firm, known for its ability to attract and recruit talent in culturally grounded ways. Guided by Indigenous values and principles of Indigenous inclusion, Pathways walks with those looking to broaden candidate pools, find qualified and experienced candidates, and live out their values and commitment to creating workplace cultures where people can thrive.