



PATHWAYS
EXECUTIVE SEARCH



Executive Director



**Nishnawbe-Aski Legal
Services Corporation**

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About the Nishnawbe-Aski Legal Services Corporation (NALSC)

The Nishnawbe-Aski Legal Services Corporation (NALSC) was created in March 1990 to address the shortcomings in the administration of justice within Nishnawbe Aski Nation and to improve access to justice for NAN members.

Nishnawbe Aski Nation (NAN) Territory is part of Treaty No. 9 and the Ontario portions of Treaty No. 5, a landmass covering two-thirds of the Province of Ontario, spanning 210,000 square miles (review the Treaty Map [here](#)). NAN represents **49 First Nations** with a total population (on and off-reserve) of approximately **45,000 people**, grouped by Tribal Council. Six NAN member Nations are not affiliated with a specific Tribal Council.

NALSC currently serves all 49 NAN communities. Many are remote and/or fly-in, and the populations of many communities are growing. The NALSC has offices in Fort William (Head Office), Kenora, Sioux Lookout, Timmins, and Thunder Bay, and **currently employs approximately 100 people** with several unfilled positions.

About NALSC continued

The organization has grown rapidly in recent years and the Board has expanded the organizational structure to add 4 Directors - Director of Legal Services, Director of Justice Programs, Director of Finance, Director of HR - that report directly to the Executive Director. Future goals for the organization include increasing capacity and services, including putting justice workers into every NAN community, and establishing an Indigenous Justice Court System within the next 20 years.

MANDATE

To promote creative community-based justice systems and to deliver a wide range of law-related services including legal, paralegal, public legal education, and law reform services to members of Nishnawbe Aski Nation.

VISION

To respect and revitalize restorative justice forms of justice through Indigenous laws and Pimatisiwin (way of life)

MISSION

To deliver the programs and services in a culturally appropriate manner sensitive to the unique values, customs, and traditions of NAN communities.

OUR VALUES & PRINCIPLES

- Unity, Self-Governance, and Sustainability
- Respect and Dignity
- Integrity and Honesty
- Sharing and Partnership
- Humility
- Courage
- Compassion and Caring
- Wisdom
- Truth

About NALSC continued

NALSC Core Programs

Legal Aid

Gladue

Indigenous Bail Verification & Community Release and Reintegration

Restorative Justice

Victim Witness Liaison

Talking Together

For a more complete list of services provided by Nisnawbe-Aski Legal Services Corporation under each core program, please visit www.nanlegal.on.ca





About the Role - Executive Director

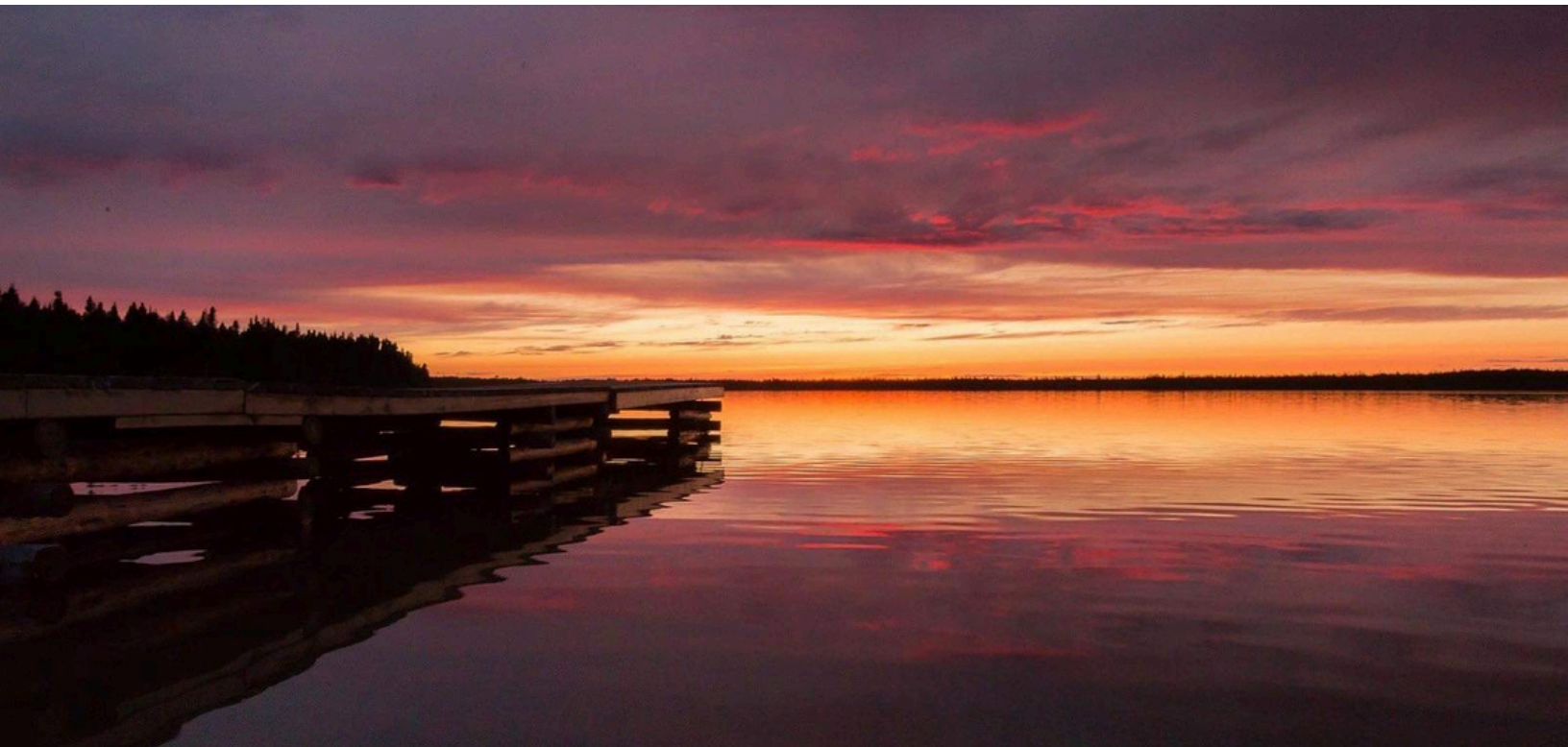
The Executive Director oversees the operations of NALSC under the direction of the Board of Directors. The Executive Director supports the Board in ensuring the NALSC is working within its vision and mandate and is responsible for a variety of duties and functions, including overseeing human and financial resources, and maintaining healthy relationships with NALSC members, the Chiefs of Nishnawbe-Aski Nation.

Based in Thunder Bay, Ontario, The Executive Director reports to the NALSC Board of Directors and is responsible for the following:

- Provide effective leadership to NALSC by exemplifying integrity and respect, empowering managers and directors, and following through on the Corporation's strategic plan.
- Lead the Board in Strategic Planning and ensure programs and services are administered according to the Vision, Mission, and Mandate of the NALSC.
- Analyze the organizational structure to ensure efficient delivery of services to clients while maintaining adequate accountability of staff.
- Ensure the effective implementation and maintenance of sound and up-to-date administrative policies, procedures, and practices.
- Work with Directors to ensure sound financial controls, policies, and procedures are implemented, maintained, and followed.
- Review and sign off on funding applications being submitted by Directors
- Attend all meetings of the Board of Directors and provide the Board with all necessary information, support, and advice to facilitate sound decision-making.

About the Role - Continued

- Maintain a healthy relationship with the Chairperson of the Board of Directors and keep him/her apprised of all important matters affecting the Corporation.
- Complete monthly and quarterly written reports to the Board of Directors on the activities of the Executive Director including a written annual general report once a year on the activities of the Corporation.
- Travel to the communities served by NALSC whenever necessary to properly discharge the Corporation's mandate.
- Maintain strong relationships with external stakeholders, including Legal Aid Ontario, the Ministry of the Attorney General, police services, etc.
- Conduct regular meetings with the management team to keep them informed of all matters directly related to their areas of responsibility.
- Delegate responsibilities and corresponding authority where appropriate, while recognizing the Executive Director always maintains responsibility for actual results.
- Provide effective leadership and direction to the organization.





The Candidate

The successful candidate for this role will have:

- A post-secondary degree or diploma in Law, Business Administration, Accounting, Human Resources, or related fields; or an equivalent combination of education and experience.
- A minimum of seven (7) years of management experience in large and growing organizations.
- Demonstrated understanding of traditional models of justice and the mainstream legal system, with the ability to bridge gaps between the two.
- Demonstrated knowledge of the Ontario justice system.
- Proven research, analytical, and problem-solving skills, and the ability to synthesize information and provide a balanced perspective of complex issues.
- The ability to deal with sensitive or confidential matters with tact, discretion, and diplomacy.
- Excellent verbal and written communication skills.
- Well-developed organizational and time management skills, with an ability to create and follow processes and complete a high volume of work with accuracy and within prescribed deadlines in a fast-paced environment.
- The ability to develop positive and collaborative working relationships with government officials, elected representatives, staff, and community members.
- Experience with First Nation communities, culture, and organizations – knowledge of Nishnawbe Aski Nation communities is preferred.
- Ability to speak Cree, Ojicree and/or Ojibway will be considered an asset.



The City - Thunder Bay, Ontario

Thunder Bay is the regional hub of Northwestern Ontario and is known as the city with the Giant Heart. With a total population of approximately 123,000 (2021 Census), 14 percent of which identifies as Indigenous (2021 Census), Thunder Bay is a welcoming and multicultural community.

Situated on the shores of Lake Superior, the world's largest freshwater lake, Thunder Bay is nestled within boreal forest and the Canadian Shield and delivers plenty of outdoor activities for all seasons, including hiking, biking, paddling, sailing, and fishing in the summer and cross-country skiing and snowshoeing in the winter. The city also offers a beautiful waterfront, modern downtown, and a thriving local food, arts, and cultural scene. During the summer, Thunder Bay's streets are lined with outdoor patios, music, festivals, and events.

The city is known for its affordability and lower cost of living compared to other cities in Ontario.

For more information on the City of Thunder Bay, visit: <https://gotothunderbay.ca/>



The Application Process

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

NALSC invites applications from qualified members of NAN. Please indicate in your cover letter how you meet the criteria for the position and whether you are a NAN member.

The position offers a competitive compensation package with a salary range of \$138,016-\$160,000.

Nominations, applications, or expressions of interest should be directed to:

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Pathways Executive Search

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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.