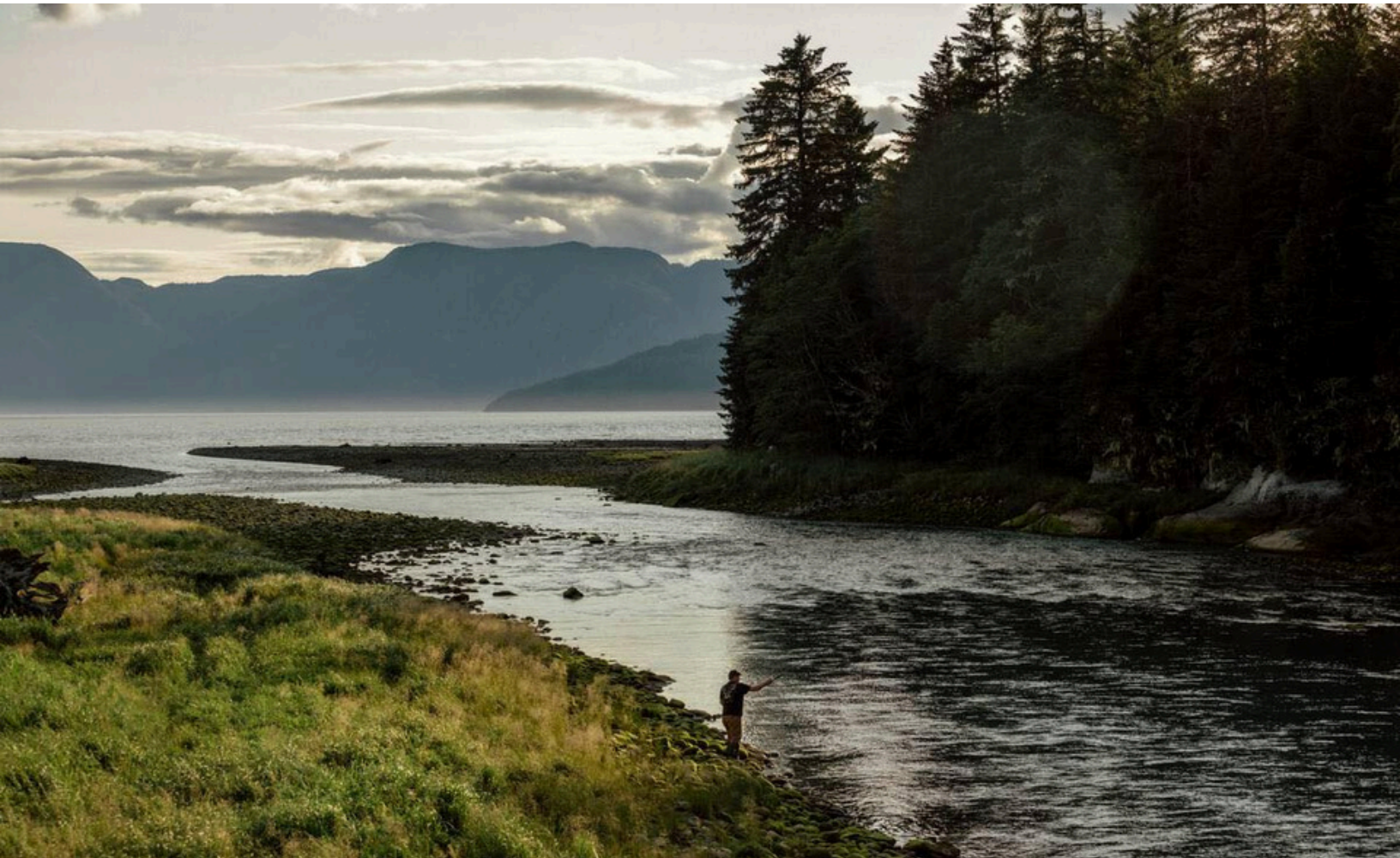




PATHWAYS
EXECUTIVE SEARCH



Chief Operating Officer
Nisga'a Growth Corporation



Nisga'a
GROWTH CORPORATION



Nisga'a Nation

The Nisga'a –People of the Nass River–have occupied and thrived in British Columbia's Nass Valley since before recorded time. Having successfully negotiated British Columbia's first modern treaty in 1998, Nisga'a is a self-governing Nation with nearly 8,000 citizens.

Nisga'a culture is based on an ancient philosophy of contribution and sharing known as Sayt k'il'hl wo'osim' –the common bowl. In Nisga'a society, there is shared responsibility, and it is understood that everyone relies on the same resources and community; therefore, all must contribute. This philosophy has always been reflected in Nisga'a family, clan, and village life.

Nisga'a Nation continued

Residing in the Nisga'a Villages of Gingolx, Laxgalts'ap, Gitwinksihlkw, New Aiyansh and beyond the Nass Valley in Terrace, Prince Rupert/Port Edward, Greater Vancouver, and across North America, the Nisga'a Nation is represented by Nisga'a Lisims Government (NLG) – a modern, forward-thinking administration based on traditional culture and values. Nisga'a Government, comprised of NLG, the four Nisga'a Village Governments, and three Urban Societies, has the authority under its treaty to pass laws on a broad range of matters. Its lawmaking authority is concurrent with federal and provincial authorities and is designed to assure democracy, transparency, and accountability. The Nisga'a Final Agreement, the first formal modern day comprehensive treaty in the province, provides the Nation control over Nisga'a Land, including the forestry and fishing resources contained in it, and opens the door for joint economic initiatives in the development of the Nisga'a Nation's natural resources.

Nisga'a leaders and citizens acknowledge the need to adapt with the changing needs of the Nation and Nisga'a citizens and they recently embarked on a significant journey to re-envision and re-define the meaning of economic prosperity. The result was the Wilp Siayuukhl Nisga'a (WSN) [Economic Prosperity Strategic Plan \(EPSP\)](#) that identifies the vast potential within the Nation's natural, cultural, human and financial resources. It sets forth a strong vision of a thriving economy that includes social development and wellbeing for all Nisga'a. This commitment is reflected in its vision statement:

Nisga'a Nation Vision: "Sayt-K'il'im-Goot: one heart, one path, one nation."

The Nisga'a have a long, full history of managing their lands and resources according to [Nation laws and culture](#). In its future endeavours, the Nation acknowledges the need to work together to succeed in trust and friendship. It is therefore committed to implementing the EPSP by tapping into the full potential of its citizens and resources in a way that includes all Nisga'a. The EPSP provides a clear message that the Nisga'a economy will be managed based on Nisga'a values and through the certainty of the Nisga'a Treaty.



The Organization

The Nisga'a Growth Corporation (NGC) is wholly owned by the Nisga'a Nation as sole Shareholder. The mandate of the NGC is to develop a profitable organization that generates economic benefit in alignment with the laws and practices of Ayuukhl Nisga'a and in the spirit of Saytk'ilhl Wo'osim, or "Common Bowl".

Goals of the organization include:

- To separate business and politics, recognizing the different but equally valuable skill sets required for each;
- To seek economically viable and durable ventures which create new financial value for the Nation;
- To develop economic partnerships for the economic prosperity of the Nation;
- To create jobs, professional capacity building, employment, and contracting opportunities for Nisga'a Villages, Urban Local Societies, and Nisga'a citizens; and
- To ensure all activities, investments, and partnerships are in line with both the WSN Economic Prosperity Strategic Plan, and Nisga'a culture, laws, and values.

Current and near-future business opportunities exist across a broad spectrum, including entrepreneurial ventures, traditional cultural initiatives, Nisga'a government-run projects, real estate and land development, and industry and natural resources prospects. NGC is participating in high-value mining and energy projects within the Nass area including several Impact and Benefit Agreements (IBAs) have been signed with mining companies.



The Organization continued

Current Ventures

Ksi Lisims LNG

Nisga'a Nation and its project partners, Rockies LNG Limited Partnership and Western LNG LLC, propose to jointly develop the Ksi Lisims LNG - Natural Gas Liquefaction and Marine Terminal Project (Ksi Lisims LNG). Ksi Lisims LNG is proposed as a floating natural gas liquefaction facility and marine export terminal, including related infrastructure, located at Wil Milit on the northern end of Pearse Island on the northwest coast of British Columbia, near Gingolx. Ksi Lisims LNG would produce up to 12 million tonnes per annum of LNG.

Treaty Creek LP

Treaty Creek LP is a partnership between Tahltan Nation Development Corporation and the Nisga'a Nation (through the Nisga'a Growth Corporation as represented by Kalii Aks Gold) to fully realize economic opportunities arising from Seabridge's KSM mine. NGC envisions developing Treaty Creek into a more active entity that creates job and economic opportunities for Nisga'a and Tahltan businesses and entrepreneurs along with potential contracts and partnerships.

Mining Service Agreements

NGC engages in partnerships at several mines in northwestern BC with partners whose values align with the Nisga'a Nation and NGC. This includes supplier contracts and transportation services, to name a few. NGC will continue to develop partnerships across a wide range of opportunities that create high value returns to the Nation and Nisga'a citizens.

The Organization continued

Current Ventures continued

K'ali Ak Timber Corporation

K'Alii Ak Timber Corporation (KATC) is a wholly owned Nisga'a Nation company that holds a Nisga'a Public Land License to conduct forestry activities on Nisga'a Lands. The company is currently in a transition period as it responds to the changing landscape of the forestry sector and the closure of Skeena Sawmills. KATC requires a review and restatement of its strategic plan.

Vetter Falls Lodge

Vetter Falls Lodge (VFL) is a comfortable and well-appointed B&B-style accommodation wholly owned by the Nisga'a Nation. Located in the heart of Anhluut'ukwsim Laxmihl Angwinga'asa'anskwhl (Nisga'a Memorial Lava Bed Park), the property features a main lodge and one smaller cabin. VFL is located 90 kilometres north of Terrace and is surrounded by coastal temperate rainforest near Ts'itksim Aks (Vetter Falls).

Lisims Backcountry Adventures

Lisims Backcountry Adventures holds the recreation tenure for Nisga'a Lands, which is currently managed by K'ali ak Timber Corporation. This includes supporting the Anhluut'ukwsim Laxmihl Angwinga'asa'anskwhl (Nisga'a Memorial Lava Bed Park) trail management, back country tours, and guiding activities within Nisga'a Lands.

Lisims Internet and Technology Services

Lisims Internet and Technology Services (LITS) manages the internet fibre assets owned by the Nation and provides both residential and commercial internet service across the Nass Valley and to all 4 Nisga'a Villages.

Prince Rupert Gas Transmission Project

Nisga'a Nation and its partner, Texas-based Western LNG, acquired the Prince Rupert Gas Transmission project from Calgary-based TC Energy Corp, which is an 800km pipeline. The project is currently engaging in substantive Right of Way (ROW) clearing planning, and progressing toward the next phase of the project.

For more information on Nisga'a Growth Corp, watch the [introduction video](#) or visit <https://nisgaagrowthcorp.ca/>



The Opportunity

Reporting directly to the Chief Executive Officer (CEO), the Chief Operating Officer (COO) oversees the ongoing operations of Nisga'a Growth Corporation (NGC) and is responsible for planning, directing, coordinating, and supervising all administrative and operational activities of the business. The COO ensures sound policies and processes are in place across the organization to create efficiency and effectiveness in all aspects of NGC.

Driving extensive and sustainable growth, the COO will ensure that all operational activities are delivered in a responsible, confidential, ethical, and culturally sensitive manner. The COO will be opportunity-oriented and be able to thrive in an uncertain and rapid changing economic and political markets. With the complex and diverse landscape of opportunities available to NGC, the COO will leverage their skill sets in multiple industry sectors, and be willing to learn and grow as the position demands. The COO will bring industry knowledge – preferably across multiple industries such as resources [including mining and LNG/oil/gas]; supply chain and contract management; a thorough understanding of Indigenous cultural values [preferably Nisga'a values] and economic landscapes; and a willingness to be mentored by a supportive and experienced CEO.

The Opportunity **continued**

As a key member of the Senior Management Team, and working closely with and reporting directly to the CEO, the COO will co-develop and lead a diverse and high-performing team and directly managing the Finance, Administrative Services, Information Technology and Human Resources departments.

Accountabilities

- Regularly consult with and report to the CEO
- Report to Board on NGC matters, at the direction of Board or CEO
- Work cooperatively with the CEO and Board to develop, implement, communicate and evaluate Strategic and Operational Plans in alignment with the organizational mission and fulfillment/implementation of external agreements, with an understanding of the different functions of Management and Board in the effective operation of an organization.
- Ensure compliance with all regulatory requirements.
- Adherence to Nisga'a values, and NGC values, policies, and procedures.
- In collaboration with the CEO and Controller, work to meet financial targets and support accurate and transparent financial reports to the Board at regular intervals; support the development and management of budgets, funding, and expenses.
- Communicate professionally with all personnel, Nisga'a community members, partners and external parties doing business with NGC.
- Annually conduct needs assessments and gap analysis to ensure operations are meeting Board-approved objectives and goals.
- Provide oversight to all operational departments/organizations, and provide leadership in the absence of Directors, as needed.
- Participate in the recruitment and selection of managers and staff, and once selected, participate in their professional development
- Lead, mentor and coach direct reports and others within the NGC, as appropriate.
- Set clear performance expectations, monitor results and support development opportunities for NGC personnel, as directed by CEO.
- Develop a team and, work with staff and other organizational leaders, to achieve organizational excellence through efficient use of resources.
- Lead by example; uphold NGC's ethical and business standards and values.
- Work with senior management and Human Resources to ensure short-term and long-term staffing and training needs are met.
- Keep all NGC information strictly confidential.



The Opportunity continued

Responsibilities and Duties

- Design and implement operational strategies that outline and set comprehensive goals for performance and growth; evaluate and establish policies that promote and align with Nisga'a culture and NGC's vision.
- Oversee and ensure efficient and effective operations and administrative functions, including HR, Finance, IT, Procurement, etc. This includes:
 - Create a positive working environment that enables an engaged workforce.
 - Establish metrics and KPIs to measure, follow, calculate, and evaluate organizational performance.
 - Ensure HR, Finance, and IT best practices are utilized.
- Create new systems, as needed, for opportunity recognition, opportunity screening and pursuing selected opportunities with a keen understanding of possible business models.
- Oversee Occupational Health and Safety for all employees and ensure all workplace health and safety policies, practices and procedures are in place and adhered to.
- Maintain effective relationships and liaise with colleagues, partners, vendors and government agencies.
- Monitor and respond to relevant proposal calls, ensuring NGC departments apply for all available funding, as appropriate.
- Ensure NGC meets all external funding and reporting requirements; Manage the reporting aspects of successfully funded proposals.
- Participate as a member of the NGC Leadership Team and collaborate to:
 - Develop and deliver regular reports on all matters of importance in relation to HR, Finance, IT, etc.
 - Create accurate organization-wide budgets, forecasts, plans and reports for financial and other resourcing matters.
 - Ensure compliance with relevant external and internal legislation, policies and procedures.
- Participate on committees and/or assist other departments with strategic and operational considerations associated with a wide range of programs, projects, initiatives or proposals.
- Perform other duties as required.



The Candidate

A dynamic, pro-active leader, the successful candidate will work with a team of direct and indirect reports, including managers and client support positions across multiple locations. Driving business development activities, they will be a strong mentor and guide for their direct reports and other team leaders.

Qualifications and Experience

- Master's or Bachelor's degree in Business Administration, Management or a relevant/related degree from a recognized post-secondary institution and/or:
- Minimum of 10 years' relevant experience including demonstrated business administration management, senior-level staff management, executive leadership roles and experience with large budget management (\$20+ million).
- Must have at least 5 years' experience in an executive/senior-level public administration role with responsibility for growing and overseeing a team.
- Experience reporting to a Board or Council is preferred.
- Advanced level use of MS Office and modern communication tools.
- Working experience with a large-scale computerized database system.
- Previous experience working in a First Nations Community (particularly Nisga'a) is an asset.
- Must have a valid BC Driver's License Class 4 or 5.
- Must have a reliable vehicle and current auto insurance.
- Must successfully complete Criminal Records Check as per NGC Policy



The Location

The successful candidate should be willing and able to live and work in the Nass Valley or in Terrace, BC.

In remote Northern British Columbia, the Nass Valley is the heart of Nisga'a territory and home to four Nisga'a villages. The village names are Gitlaxt'aamiks (New Aiyansh), Gitwinksihlkw (Canyon City), Laxgalts'ap (Greenville), and Gingolx (Kincolith).

The Nass Valley is a place surrounded by valleys, mountains, creeks, waterfalls, aqua-coloured pools, and an awe-inspiring lava bed that takes your breath away. This place holds many undiscovered wonders of nature and history. A dramatic landscape blended with the rich Nisga'a culture makes the Nass Valley a truly unique experience. Discover the splendor of the Nisga'a villages, cultural centres, traditional practices, and natural surroundings. Explore volcanic landscapes, uncover rare botanical wonders, and learn about the culture and legends of the Nisga'a people.

The Nass Valley is located north of Terrace in Northern British Columbia and its communities provide amenities that include grocery stores, bed and breakfasts, restaurants, gift shops, gas stations, and health services. Terrace BC was once known for its timber industry, but now has become a regional centre for mining, LNG and tourism and is likely to continue to grow.



To Apply

NGC will offer a competitive compensation package including an attractive base salary in the range of \$100K –150K incentive compensation and excellent benefits. For candidates who would require a relocation, NGC will cover reasonable costs. Further details will be discussed in a personal interview.

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

Laurie Sterritt • **Managing Partner**

Pathways Executive Search

Telephone: 778-838-4569

LaurieS@PathwaysExecutiveSearch.com

Carly Jamieson • **Consultant**

Pathways Executive Search

Telephone: 204-955-1213

CarlyJ@PathwaysExecutiveSearch.com

To apply, please submit a **Cover Letter and Resume** directly to Pathways Executive Search outlining your interest, qualifications, and experience.

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.