



PATHWAYS
EXECUTIVE SEARCH



Director of Territory Management Tsawwassen First Nation



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TSAWWASSEN FIRST NATION



Director of Territory Management

Tsawwassen First Nation (TFN) is looking for a **Director of Territory Management** to oversee the effective stewardship of TFN's treaty rights and title, environment and sustainability in TFN's Lands and traditional territory.

Reporting directly to the Chief Administrative Officer (CAO), the Director will supervise the Manager of Treaty Rights and Title, the Manager of Sustainability and Stewardship, and the Fisheries Coordinator/Negotiator who oversee the important work of their respective teams. With the reality of modern infrastructure impacting TFN's natural resources—including major industrial ports and transportation networks—TFN's traditional practices have also been impacted. Understanding the context of TFN's treaty and traditional lands will be critical to the role as the Director creates plans and programs that tap into traditional knowledge while progressing toward the community's vision for a sustainable future.

“As the first urban treaty nation in Canada, Tsawwassen First Nation is writing its own story. The new Director of Territory Management will become a contributing author to this story as we roll out plans that will benefit our children.” – Kim Baird, Interim CAO

About Tsawwassen First Nation

In 2009, the Tsawwassen People ratified the first urban First Nations Treaty in British Columbia. It was the culmination of 14 years of negotiations, reconciling TFN's aboriginal rights and title and restoring TFN's right to First Nation self-government, protected in the Canadian Constitution. The Final Agreement gives TFN a broad range of self-governing and law-making powers over its Membership and land base. TFN is also a full member of the Metro Vancouver Regional District.

The Nation has 528 Members, with nearly half living on Tsawwassen Lands (241). Many other TFN Members (287) live in British Columbia's North Okanagan and in and around Bellingham, Washington.

Vision and Values

Tsawwassen Members are united, proud, and confident in our culture; are connected to and take care of our lands and resources; and are healthy, self-reliant, and prospering.

With the signing of the Treaty, the Tsawwassen Government enacted a suite of contemporary laws that are fundamentally based on traditional laws and principles that have been carried through each generation. By enacting Tsawwassen Laws, we reaffirm these traditional principles and transmit them to subsequent generations in a manner that has relevance in modern society.

In the past, traditional practices and sacred ceremonies directed governance functions in our longhouse. Our traditional government and institutions evolved into the establishment of the Tsawwassen Government we have today. Historically, our leaders were responsible to the People and acknowledged and considered their voices on all important matters. These traditional principles and institutions are reflected in the Tsawwassen Constitution and the Government Organization Act.

The lands, ecosystems and resources within our traditional territories have always been essential to our way of life. Our ancestors acted as stewards and guardians to control access to our lands and resources in order to protect our way of life and our economic foundation. These traditional values are reflected in the Land Act; the Land Use Planning & Development Act; and the Fisheries, Wildlife, Migratory Birds, and Renewable Resources Act.

About Tsawwassen First Nation (cont'd)

Vision and Values (cont'd)

Through our teachings, we understand that we must always extend our hand to support one another to ensure all Tsawwassen People have the opportunity to achieve their full spiritual, physical, emotional and intellectual potential. We will continue to uphold these traditional values as reflected in the Education, Health & Social Development Act, and the Children & Family Act.

Historically, a complex socio-economic system played an important role within our community and in cooperation with neighbouring tribes. Accumulation of wealth was attributed to spirit powers and re-distributing wealth was based on traditional sharing principles and collective responsibility to ensure all the People thrived. These principles are reflected in the Economic Development Act, the Financial Administration Act, and the Property Taxation Act. Historically and today, respected leaders and Elders provided advice and wise counsel to settle disputes.

Location and Territory

The TFN community is located on the Salish Sea, near the mouth of the Fraser River, and immediately adjacent to the Municipality of Delta, in southwestern British Columbia. TFN's land base is approximately 724 hectares, which includes approximately 290 hectares of former reserve lands and 372 hectares of former provincial Crown land. Tsawwassen First Nation also owns in fee simple an additional 62 hectares of other land located within and under the jurisdiction of the Corporation of Delta.

More broadly, TFN traditional territories cover approximately 279,600 hectares, bordered on the northeast by the watersheds that feed into Pitt Lake, down Pitt River to Pitt Meadows where they empty into the Fraser River. It includes Burns Bog and part of New Westminster, following the outflow of the river just south of Sea Island. From Sea Island, it cuts across the Strait to Galiano Island and includes all of Saltspring, Pender, and Saturna Islands. From there, the territory continues northeast to include the Point Roberts peninsula and the watersheds of the Serpentine and Nicomekl Rivers.



About Tsawwassen First Nation (cont'd)

Governance and Operations

When TFN reclaimed its self-governance as a First Nation in 2009, it established a new set of governing institutions to replace the previous Indian Act structure. The elected institutions that govern Tsawwassen are set out in the Tsawwassen Constitution which is supported by a professional public administration. The administration is headed by the Chief Administrative Officer (CAO), who is responsible for providing efficient management of the nation's workforce and is the link between the political and administrative levels of the Tsawwassen Government.

- Office of the CAO
- Health and Social Services Department
- Education and Skills Development Department
- Government Services, Policy and Intergovernmental Affairs (PIGA)
- Natural Resources
- Finance and Administration Division
- Lands and Municipal Services Division
- Human Resources Department

Learn more about the Tsawwassen Legislature, the Executive Council, and the Advisory Council [here](#). Learn more about other TFN statutory bodies and authorities [here](#).

Economic Development

Through self-government, TFN is pursuing an ambitious program of sustainable economic development. Since 2009, TFN has attracted \$1 billion in private investment to Tsawwassen Lands. In 2014, TFN entered into the largest non-resource agreement ever signed by a British Columbia First Nation, finalizing a 99-year land lease agreement for the construction of a 1.2 million square foot retail mall. TFN has also leased 100 acres for an industrial logistics centre servicing the nearby Deltaport container terminal. To date, TFN has invested \$60 million of its own funds in community infrastructure, including transportation upgrades to Highway 17 and other off-Lands roads, as well as a state-of-the-art sewage treatment facility.

About Tsawwassen First Nation (cont'd)

Strategic Plan

While a new Strategic Plan is in development, TFN remains guided by its most recent five-year Strategic Plan (2018-2023), which sets out the Nation's vision for future and long-term goals. The Strategic Plans are intended to guide TFN decision-making, helping elected leaders determine priorities and budgets, and ensuring that staff are able to align their annual work plans and objectives to the vision, goals, and objectives of Members.

Strategic Themes and Goals

1. Housing Lands, and Infrastructure

- Tsawwassen Members have a home
- Tsawwassen Members have access to the facilities they need
- Lands are managed with the future in mind

2. Culture, Community and Traditions

- Members feel connected to culture
- The community is cohesive
- Elders are respected
- Our language is restored
- We are stewards of the land, water, and resources

3. Education and Employment

- Members are educated
- Members are skilled
- Members are employed and self-reliant

4. Health and Healing

- Members are healing
- Members are confident and healthy
- Members have balanced lifestyles

5. Economic Development

- Economic development reflects our values and ethics
- All Members see the benefits of economic development

6. Governance and Operations

- Tsawwassen Government is inclusive and responsive to all Tsawwassen Members
- Tsawwassen Government reflects Tsawwassen culture and values
- Tsawwassen First Nation is a leader in self-government
- Tsawwassen Government is run by skilled and able individuals

Read the 2018-2023 Strategic Plan [here](#).



The Role

The Director of Territory Management will oversee the effective stewardship of TFN's treaty rights and title, and the environment in TFN's Lands and traditional territory, providing overarching leadership of the Territory Management department. The position has several direct reports, including the Manager of Treaty Rights and Title, the Manager of Sustainability and Stewardship, and the Fisheries Coordinator/Negotiator. The number of reports and distribution of tasks may vary to reflect business needs within a rapidly growing government and community.

Reporting to the Chief Administrative Officer, the Director of Territory Management will:

- Oversee the provision of sound, proactive management and integration of activities related to the environment, sustainability, stewardship, and harvesting of TFN's natural resources.
- In collaboration with Chief and Council and other TFN leaders, develop a vision and plan for the department including building a solid foundation for the work and measurable outcomes; Guide the team through implementation and change.

The Role (cont'd)

Responsibilities (cont'd)

- Oversee rights and title, referrals and territorial environmental assessments (including cumulative impacts), restoration and sustainability, and natural resource harvesting functions for the TFN Government.
- Ensure TFN's laws and cultural and treaty rights are reflected in relation to environmental assessment, approaches to cumulative impacts, and environmental remediation in TFN's territory.
- Design and implement efficient, scalable, and culturally reflective frameworks that allow TFN to lead or participate in negotiations with other governments and external partners.
- Oversee the negotiation and the implementation of Impact Benefit Agreements or other commitments made by proponents of major projects within Tsawwassen First Nation Treaty territory.
- Build the department with Natural Resources, Environmental Stewardship and Sustainability, Treaty Rights and Title functions fully staffed; Grow the team's strengths and capacity to manage the portfolio for TFN's next generations; Prioritize and support the development and employment of TFN Members across the team.
- Direct critical strategic initiatives or collaborations through ongoing Treaty implementation and analysis and effective coordination of TFN's intergovernmental relationships (e.g., Lower Fraser šxʷkʷecxənəm Partnership).
- Lead the development of a communications and engagement plan to ensure the department's approach is well-informed and guided by community input; Share regular updates on relevant initiatives and progress, as needed.
- Ensure delegated staff are working collaboratively with other Tsawwassen Government departments to advance TFN's strategic interests.
- Coordinate and oversee the dispersion of strategic Territory Management advice to other departments, senior managers, and elected officials, and oversee the advancement of Treaty Stewardship aspirations, including the policy basis for new laws and regulations.
- Educate and inform external governments and interest groups on TFN's constitutionally protected treaty rights and create clarity around roles, responsibilities and expectations across the different entities.

The Role (cont'd)

Responsibilities (cont'd)

- Guide natural resources staff in compliance with the Fisheries, Wildlife, Migratory Birds, and Renewable Resources Act (the “Act”), other TFN Regulations and with the Final Agreement, the Harvest Agreement, Tsawwassen Harvest documents, the Tsawwassen Annual Fishing Plan, Wildlife Harvest plans, Migratory Bird agreements, and policies adopted by the Executive Council.
- Lead work with other First Nations as it pertains to environment and stewardship matters, including participation with FN stewardship trusts and entities, and demonstrating First Nations leadership and strengths in this area.
- Lead, facilitate, and/or participate as a member of various internal and external committees.
- Prepare and manage annual departmental budgets and regular reports.
- Support the team to identify additional funding sources, prepare proposals and attract additional investments for TFN Territory Management and stewardship and resource management initiatives.
- Manage strategic issues affecting TFN’s traditional territory and resources.





The Candidate

A diplomatic, emotionally intelligent leader, the successful candidate for this role will bring energy and enthusiasm to a dynamic work environment along with the following critical attributes:

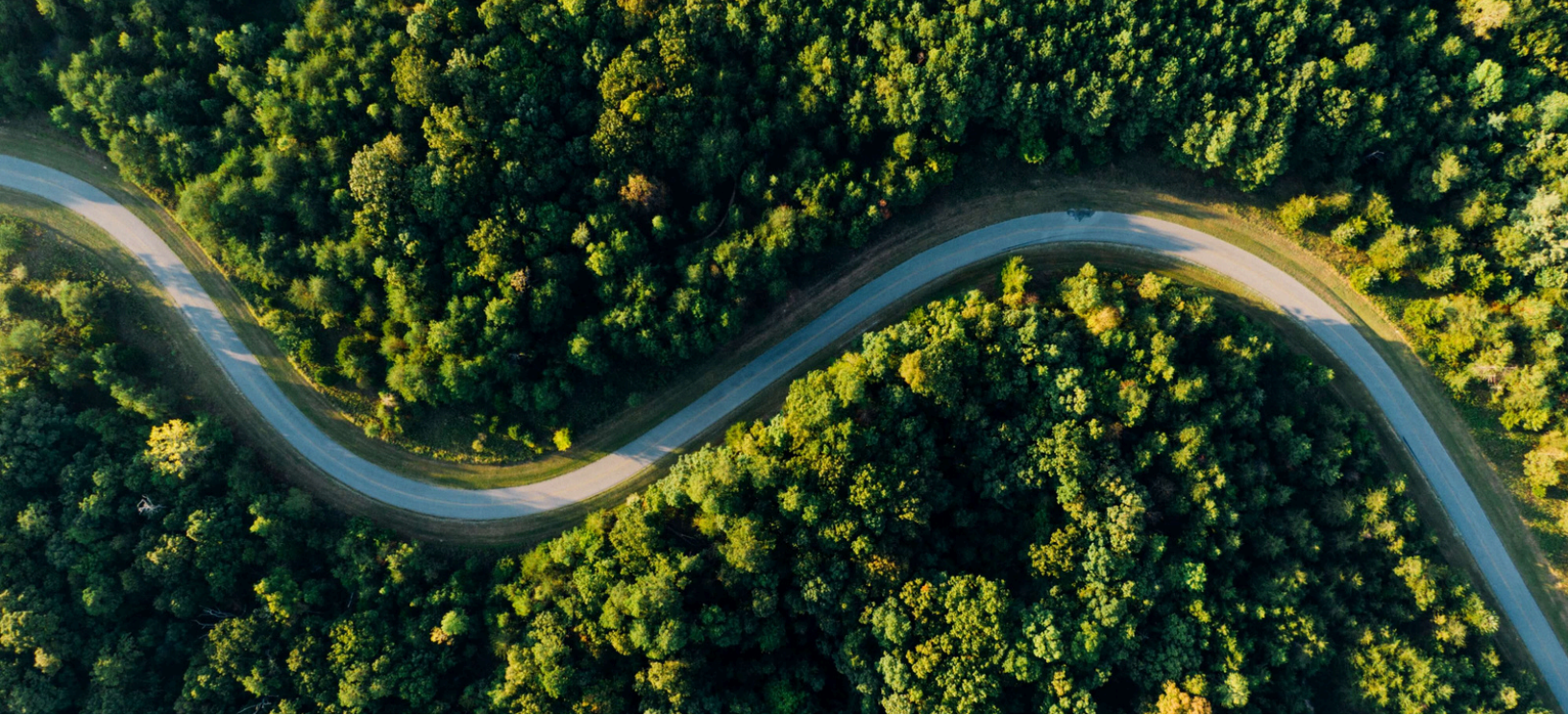
- A master's degree in Political Science, Public Administration, Resource Management, Natural Sciences, Environmental Sciences, Environmental Planning, or related fields; or an equivalent combination of education and experience.
- Knowledge of current resource-related federal and provincial legislation; Understanding of First Nations values and generational approaches to land, water and environment management, stewardship, restoration and sustainability.
- A minimum of five to eight years experience leading a team and working in policy-based or advocacy-related roles, or a senior position within government or a similar field; Five to eight years' progressively more responsible management experience in government; or an equivalent combination of education and experience.
- Experience with First Nation communities and cultures including knowledge of Canada's history with First Nations, Inuit and Métis, and the context for leadership within a modern treaty Nation; Knowledge of Tsawwassen First Nation is preferred.
- Proven ability to manage, inspire and develop an engaged and effective team.

The Candidate (cont'd)

Qualifications (cont'd)

- Strong negotiation skills; Direct experience working and negotiating within federal and provincial political systems and local governments in British Columbia.
- Experience presenting complex issues and opportunities to a variety of audiences including community Members, high-level officials and third-party stakeholders.
- Ability to engage, collaborate and navigate the sensitive dynamics of community and interest groups while developing strategic directions and implementing programs; Ability to find a balance between diplomacy and 'courage to act'.
- Ability to listen and build trust with the team and the TFN community; Ability to develop positive working relationships with a wide variety of people including elected representatives, staff, government officials, relevant interest groups, etc.
- Ability to develop positive working relationships with other First Nations, especially ones with whom Tsawwassen shares territories.
- Superior written and verbal communication skills, with the ability to write, evaluate, and edit a variety of documents, including reports, policy papers and position statements.
- Ability to synthesize information and provide a balanced perspective of complex issues.
- Ability to create a respectful work environment as well as build, lead and mentor a team, setting priorities, and providing guidance and support to ensure the team meets growing demands and deadlines.
- Strong organizational and detail-oriented skills, with the ability to plan, deliver and report on work and progress within a complex portfolio; Ability to create clarity around expectations and communicate with the team around shifting priorities.
- Be able to complete satisfactory credit, criminal and education record checks.
- A valid Class 5 BC Driver's License.





The Application Process

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

Please include a description of your direct experience working within a complex public or First Nations government environment and how your work has prepared you to oversee this important portfolio for this modern treaty Nation.

Consideration of candidates will begin the week of June 3rd. Nominations, applications, or expressions of interest should be directed to:

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