



PATHWAYS
EXECUTIVE SEARCH



Chief Executive Officer

OLATO

The Organization

PLATO is Canada's largest Indigenous-owned software testing and technology services company, trusted by clients across North America to deliver high-quality technology solutions and expertise. Founded in 1997, the organization has grown into a national enterprise with a strong reputation for software testing, quality assurance, consulting, and technology services. Today, PLATO is a growing \$40 million organization with nine delivery centres across Canada and a workforce in which approximately 35% of employees identify as Indigenous.

What distinguishes PLATO is the way it combines commercial success with social impact. Through its innovative train-and-employ model, the organization creates meaningful technology careers for First Nations, Inuit, and Métis people while helping address Indigenous underrepresentation in Canada's technology sector. Training, mentorship, apprenticeship opportunities, and guaranteed employment pathways are central to PLATO's approach, creating lasting benefits for individuals, families, and communities across the country.

PLATO has built its success through a combination of technology services, workforce development, strong client relationships, and trusted partnerships with Indigenous communities, governments, educational institutions, and industry leaders. As technology continues to evolve through artificial intelligence, automation, and digital transformation, the organization is well positioned to build on its strong foundation while exploring new opportunities for growth and impact.

Mission:

Transforming technology into high-quality digital experiences that move organizations forward, while building a stronger, more inclusive technology workforce.

Governance Structure:

PLATO is privately held, with ownership held by its founder, employees, and strategic Indigenous investment partners, including Raven Indigenous Capital Partners and Kitsaki Management LP. This ownership structure reflects the organization's long-standing commitment to Indigenous economic participation, employee engagement, and values-aligned growth.

The Opportunity – CEO

PLATO is seeking a Chief Executive Officer to lead the organization through its next chapter of growth and evolution. The CEO will build long-term value by deepening PLATO's core business, expanding into strategically aligned services, and strengthening the organization's financial capacity for sustainable growth and impact. In doing so, they will advance meaningful Indigenous representation across the organization, including in senior management and executive leadership.

Reporting to a diverse Board of Directors representing Indigenous investment partners, independent directors, and executive shareholders, the CEO will provide strategic and operational leadership for a nationally recognized technology services organization that combines commercial performance with a meaningful social purpose. Building on a strong foundation, the successful candidate will protect and grow PLATO's existing business while identifying opportunities to expand service offerings, strengthen client relationships, and position the organization for long-term success in a rapidly changing technology landscape.

PLATO operates at the intersection of technology, Indigenous workforce development, and economic reconciliation. The next CEO will help shape PLATO's future as emerging technologies, including artificial intelligence and automation, continue to transform the technology services sector. At the same time, they will advance PLATO's mission of creating meaningful technology careers for Indigenous peoples while strengthening the organization's reputation as a trusted partner to clients, communities, governments, and industry stakeholders.

Responsibilities

The Chief Executive Officer will:

- Lead the organization's strategic growth and evolution, identifying new market opportunities while strengthening existing business lines.
- Build organizational capability by developing leaders, growing talent, and fostering a culture of accountability, engagement, and collaboration.
- Advance relationships with Indigenous communities, organizations, and leaders across Canada.
- Strengthen and expand relationships with federal and provincial governments, industry partners, educational institutions, and major clients.
- Represent PLATO publicly with senior executives, senior government officials, elected officials, industry associations, and community leaders.

Responsibilities continued

- Develop and execute strategies that position PLATO to capitalize on opportunities in AI, professional services, digital transformation, and Indigenous procurement.
- Oversee complex partnership ecosystems, ensuring effective governance, collaboration, and delivery across multiple stakeholders.
- Champion operational excellence and scalable delivery models across geographically distributed teams.
- Serve as a visible ambassador for the organization, helping create opportunities through advocacy, influence, and relationship-building.

Compensation

PLATO offers a competitive executive compensation package. Additional elements of the package include six weeks of annual vacation, a monthly vehicle allowance, and the potential for an equity component as part of the overall compensation structure.

Location

The successful candidate may be based in Fredericton or in any community where PLATO maintains operations, including Vancouver, Ottawa-Gatineau, Calgary, and Sault Ste. Marie. Relocation assistance is available.

The Candidate

The ideal candidate is a values-driven and commercially astute executive who can balance business growth with social impact. They are an accomplished leader, relationship builder, and strategist who understands how to navigate complex environments while building trust with Indigenous communities, governments, clients, and partners.



The Candidate continued

Qualifications and Experience

- Experience as a CEO, President, COO, or senior executive, preferably within technology services, IT consulting, professional services, or related sectors.
- Business, organizational leadership, human relations, or related educational background preferred.

Knowledge, Skills, and Attributes

- Proven CEO or senior executive experience leading business growth and organizational transformation.
- Indigenous identity strongly preferred; alternatively, significant experience building trusted relationships with Indigenous communities and organizations.
- Deep understanding of the intersection between community, business, government, and Indigenous leadership.
- Strong reputation for integrity, trustworthiness, and authentic leadership.
- Demonstrated success developing people, building leadership capacity, and creating high-performing cultures.
- Experience influencing senior government officials, executive stakeholders, and strategic partners.
- Track record of identifying and pursuing new growth opportunities, entering adjacent markets, and developing strategic vision.
- Experience managing complex multi-party partnerships and collaborative business models.

Critical Success Factors

- **People-centred Leadership:** the ability to inspire, unite, and develop teams while creating a culture where people are engaged, accountable, and motivated by the mission.
- **Relationship Building and Influence:** proven success working with Indigenous communities, government decision-makers, partners, and clients to create opportunities and advance strategic objectives.
- **Strategic Growth and Innovation:** the ability to identify emerging opportunities, develop a compelling vision, and guide the organization through growth and change while maintaining operational excellence.



The Application Process

PLATO is committed to inclusive hiring practices and encourages applications from individuals of all backgrounds, including women, persons with disabilities, visible minorities, and Indigenous peoples. If you require accommodation at any stage of the recruitment process, please let us know.

To apply, please submit a cover letter and resume in PDF format to Pathways Executive Search outlining your interest, qualifications, and experience.

Email: Applications@PathwaysExecutiveSearch.com. Please include **PLATO-CEO** in the subject line.

For more details or to further explore this important strategic 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.