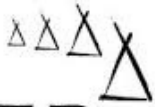




PATHWAYS
EXECUTIVE SEARCH



Director, Resort Operations


RIVER CREE
RESORT
ENOCH, ALBERTA



Deadline to Apply: July 28, 2026



The Organization

Enoch Cree Nation

Enoch Cree Nation (ECN) is a proud and sovereign nation and a member of the Confederacy of Treaty Six First Nations. ECN is located just west of the City of Edmonton, Alberta.

The Cree name for Enoch is maskêkosihk (pronounced Muss-Kay-Go-Sik), which translates to “people of the land of medicine.”

Descendants of the Plains Cree, ECN has over 3,000 members and 20.5 square miles of reserve lands. A vibrant community deeply connected to land and culture, ECN is committed to revitalizing language, stories, songs, dance, and ceremony.

ECN also believes that a strong economy leads to a stronger Nation. Its efforts to promote the economic interests of the Nation have brought it closer to its goal of self-sufficiency.

Mission

We, the Enoch Cree Nation, proud member of Treaty 6, actively seek to preserve and promote our culture, language, history, and spirituality while advancing our economic, education, health, and social well-being of our people.

Vision

We strive to be a self-sufficient, unified and prosperous Nation.

The Organization continued

River Cree Resort and Casino

ECN proudly owns and operates a diverse enterprise group collectively known as **River Cree Resort and Casino (River Cree)**. These operations are governed under the **Enoch Cree Nation Business Trust**, which manages the Nation's investments across a strong and growing portfolio spanning hospitality, entertainment, gaming and food service.

Together, River Cree's businesses generate sustainable, long-term economic benefits for ECN while contributing meaningfully to the regional economy. Open **24 hours a day, seven days a week**, River Cree is widely recognized as one of the premier gaming destinations in Canada. The resort offers an exceptional guest experience, featuring a dynamic, top-tier mix of gaming, dining, accommodation, nightlife, and entertainment that appeals to a wide range of tastes and interests.

The casino includes both smoke-free and smoke-friendly gaming areas, with more than **1,665 slot machines** and **46 table games**. Guests can also enjoy a diverse selection of popular restaurants and bars, including:

Restaurants and Lounges

- The Kitchen
- Tap 25 Sports Bar
- Cha Xpress
- Fatburger
- Cree Subs
- Lobby Lounge
- Onyx
- Centre Bar
- Oak Room
- Hell's Kitchen[1]
- 24/7 in-room dining



[1] NOTE: Anticipated opening: Summer 2026

The Organization continued

Across its **49-acre site**, River Cree employs more than **1,300 team members** and delivers a fully integrated experience encompassing casino gaming, resort accommodations, dining, entertainment, and guest services. The organization plays a vital role in regional economic development while consistently prioritizing community engagement, ethical business practices, and long-term sustainability.

Mission

To provide an unparalleled entertainment experience to our patrons by being the pre-eminent gaming and entertainment destination in Canada.

Vision

To benefit the Enoch Cree Nation and all stakeholders by continually evolving and leading the gaming and entertainment industry in Canada.

Growing ECN business entities with full community participation requires intentional, sustained investment in the development of ECN members. In alignment with the ECN community vision, Chief and Council have endorsed an innovative executive leadership initiative designed to ensure that successful ECN member applicants have meaningful pathways to ultimately lead and oversee Nation-owned businesses.

Through direct, in-person senior management experience at River Cree, the successful ECN member applicants will gain invaluable, hands-on exposure to operational leadership, governance, and decision-making within the newly created role of Director, Resort Operations.

Building on the foundational success of the **Enoch Leadership Program**, which continues to provide professional development opportunities for ECN members, this initiative represents the next evolution—a structured and supported pathway to executive leadership. Designed to help ECN members advance into the highest levels of leadership within River Cree's organizational structure, the program will cultivate and elevate ECN leaders, strengthening representation at the executive level while creating role models for future generation



“At River Cree Resort & Casino, balancing commercial success, community participation, and ethical governance is essential. We are committed to strong oversight and accountability, while ensuring that Enoch community members can take pride in what we have built—and see it as a place where they are welcomed to contribute, participate, and grow with us.”

~ **Vik Mahajan, Chief Executive Officer**



The Opportunity – Director, Resort Operations

Reporting to the Chief Executive Officer (CEO), the Director, Resort Operations[2] will collaborate with and support Senior Leaders and Directors who oversee a variety of departments across the organization. This may include administration and any operational departments at various times. A non-exhaustive list of departments and activities is attached to this Brief as [Appendix A](#).

In this proactive development role, the Director, Resort Operations will work with and learn alongside the existing senior leadership team, observing, supporting, and contributing to the development, implementation, and management of organizational strategies, operational plans, policies, and systems. Working across multiple disciplines and departments, the Director, Resort Operations will continuously build skills and experience applicable to each area of the organization.

Throughout this process, the Director, Resort Operations will demonstrate strong leadership and a professional presence with all associates, guests, community representatives, vendors, competitors, governing agencies and stakeholders, while upholding River Cree's standards for associate engagement, guest satisfaction, quality assurance, and asset protection.

It is intended that as the Director, Resort Operations grows and becomes familiar and confident in managing River Cree resources - including people, budgets, inventory, and capital assets - they will be well-positioned to assume a permanent executive-level role.

[2] NOTE: This position is open to Enoch Cree Nation Members only.

“This is an opportunity to bring external, professional experience back to the community - to grow and mentor our people - and show the next generations what leadership looks like.”
~ Chief Cody Thomas



Key Working Relationships

This position requires an exceptional level of teamwork, communication, and accountability. With leadership responsibilities that span multiple departments, the individual in this role is expected to consistently demonstrate strong leadership presence and judgment. The ability to confidently direct teams when required, while also inspiring, motivating, and fostering a positive work environment that attracts and retains top talent, is essential.

The Director, Resort Operations interacts regularly with consultants, contractors, and federal, provincial and municipal government bodies, maintaining a high standard of professionalism to ensure that organizational goals and objectives related to revenues, profits, schedules, and budgets are achieved.

Scope of the Role

As the position evolves, the CEO will progressively delegate responsibilities to the Director, Resort Operations, including assuming executive-level duties at River Cree. In fulfilling these responsibilities, the following expectations will be integral to the role:

Scope of the Role continued

Leadership and Strategic Direction

- Support the advancement of the organization's Vision, Mission, Values, and Strategic Direction through participation in executive-level planning, policy development, and organizational goal setting.
- Contribute to the development of long-term objectives, strategies, and action plans for designated departments and the organization.
- Organize, plan, and help prioritize organizational goals and initiatives in alignment with overall property and organizational objectives.
- Provide strategic recommendations to the River Cree executive management team on significant decisions that may impact the organization.

Financial Planning, Budgets and Resource Stewardship

- Participate in the development, coordination and review of annual budgets, forecasts, re-forecasts, roll-ups, capital expenditure plans, marketing plans, and human resources plans.
- Review financial records and information to support the administration of budgets and attainment of profit objectives.
- Monitor and oversee the use of financial, human and physical resources for designated departments, as delegated.
- Review capital expense requests before submitting to the River Cree executive management team and submit requests over the prearranged limit to the River Cree board, if appropriate.

Organizational Structure, Staffing and Leadership Support

- Authorize and organize the establishment of designated departments and associated senior staff positions, delegate the necessary authority, and create optimum working conditions.
- Support discussions related to staffing level requirements.
- Develop and build teams, encouraging and building mutual trust, respect and cooperation among team members. If necessary, become involved in coordinating the work and activities of others to work together to accomplish tasks.
- Provide guidance and expert advice to management or other groups or designated departments on financial, technical, systems, or process-related topics.
- Supervise, coach, and hold Organizational directors and Department heads accountable for the performance of their duties.

Scope of the Role **continued**

Governance, Policy, and External Relations

- Establish policies within parameters established by River Cree.
- Represents River Cree at various community and other events; effectively communicates complex information to a range of audiences and stakeholders, including the River Cree Board, ECN Chief and Council, the Enoch Community and Federal, Provincial and Municipal governments, through presentations, reports, community gatherings, and a variety of formal and informal engagements.
- Direct and review marketing objectives for maintaining equitable customer traffic flows and promoting special events.
- Authorize customer comp limits and policies.
- Approve customer credit to assignment limits.

Operational Oversight and Decision Support

- Guide, direct, and motivate subordinates, including providing guidance, setting performance standards, and monitoring performance.
- Make decisions and solve problems by analyzing all departmental information and evaluating results to determine appropriate solutions.
- Review and investigate incidents that occur within the operation.
- Look out for the safety of self and co-workers and ensure compliance with all health and safety requirements.
- Participate in weekly Department Head meetings and any other meetings that the River Cree senior executive deems necessary.
- Other duties as assigned.

Potential Progression

Following the completion of thorough training and evaluation, and in collaboration with the CEO, a determination may be made regarding the permanent executive-level role the Director, Resort Operations will assume.

The Candidate

Developing a strong understanding of the organization's Mission, Vision, and Culture is essential for a Director, Resort Operations, to become an effective leader and responsible steward of River Cree's human, financial, and physical resources.

Candidates may bring expertise from a range of professional environments comparable in scale and complexity to River Cree. A thoughtfully designed onboarding and integration plan will support the preliminary stages of their tenure and set them up for success. Recognizing that it may take several months to fully understand River Cree's diverse service offerings and complex operations, the successful candidate is expected to demonstrate a strong personal commitment to continuous learning, professional growth, and long-term development within the organization.

Over time, the Director, Resort Operations is expected to think strategically and provide informed recommendations to the River Cree senior executive team to support sound decision-making, operational efficiency, and the effective management of organization-wide initiatives. Compliance with gaming industry rules and regulations is critical to success in this role.

Core Competencies

- Administration & Management
- Technical and Functional Expertise
- Presence, Leadership and Personal Effectiveness
- High Social and Emotional Intelligence
- Personnel and Human Resources
- Analytical Skills and Decision Making
- Management of Financial Resources
- Interpersonal and Communication Skills
- Time Management

The Candidate continued

Education, Qualifications, and Experience^[3]

- Completion of a university degree or college diploma in a relevant field (e.g., BCom, MBA, EMBA), or an equivalent combination of education and experience.
- Minimum of 5 - 7 years of senior leadership experience in a professional environment and/or complex business operation, including:
 - Proven experience leading an organization with multiple departments.
 - Demonstrated oversight of multiple senior managers or directors.
 - Strong experience managing budgets, financial resources, and operational assets.
- Specialization in a particular functional area or service, either through specific post-secondary training in that area or through previous experience (CHRP, CPA, LL.B, etc.)
- Must be able to work all shifts, including nights, weekends, and holidays.
- Must pass and maintain all AGLC Due Diligence requirements.

[3] NOTE: River Cree maintains clear expectations for all Associates at every level. Please refer to [Appendix B](#) for detailed information.



Application Process

As part of an objective candidate evaluation process, the following materials and information will be considered:

1. A written expression of interest or cover letter outlining the candidate's motivation, interests, and alignment with the scope of the Director, Resort Operations role. Please see Guidance for Candidate Expression of Interest or Cover Letter in **Appendix C**.
2. Written verification of Enoch Cree Nation membership. This may include a membership card, status card, letter of verification from the Nation or other documentation as approved by the selection committee.
3. A résumé or curriculum vitae.
4. Results of the Workplace Big Five Behavioural Assessment. The Workplace Big Five Profile is a 15-minute, scientifically validated assessment designed to measure five core personality traits and 23 sub-traits in professional environments. It provides insight into how individuals collaborate, lead, and manage stress, supporting improved team dynamics, job fit, and performance management.
5. Summary information derived from interviews conducted by Pathways Executive Search, including an evaluation of CORE COMPETENCIES listed above.
6. References and background checks that align with AGLC due diligence requirements.
7. Results of other assessment tools, as needed and as defined by the Selection Committee.

To apply for this exciting opportunity, **please submit** the materials and information listed in **numbers 1-3 above** to **Applications@PathwaysExecutiveSearch.com**

For more information, please contact:

LAURIE STERRITT

Managing Partner

Pathways Executive Search

Telephone: 1.778.838.4569

LaurieS@PathwaysExecutiveSearch.com

MELISSA CONN

Consultant

Pathways Executive Search

Telephone: 1.204.510.2707

MelissaC@PathwaysExecutiveSearch.ca

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.