



PATHWAYS
EXECUTIVE SEARCH



Chief Financial Officer

TĀLTĀN

**TAHLTAN CENTRAL
GOVERNMENT**



Tahltan Central Government (TCG) is seeking an experienced and strategic **Chief Financial Officer (CFO)** to provide financial leadership during a significant period of organizational growth and evolution. As a key member of the Executive Leadership Team, the CFO will oversee financial stewardship, planning, reporting, risk management, and compliance while helping strengthen and modernize the organization's financial systems, processes, and capacity. Combining strong technical expertise with strategic insight, the CFO will serve as a trusted advisor to leadership and play an important role in supporting long-term financial sustainability, organizational effectiveness, and Nation-building priorities.

Location: Dease Lake, BC (other BC locations may be considered)

Work Arrangement: Hybrid, with regular travel to Tahltan communities and offices

Position Type: Full-time, permanent

Reports To: Executive Director, working closely with the Secretary Treasurer

Leadership Level: Executive Leadership Team

Travel: Regular travel within Tahltan Territory

Compensation: The salary range is \$140,000-\$160,000 annually, commensurate with experience, plus a comprehensive benefits package.

The Organization

The **Tahltan Central Government (TCG)** is the administrative governing body of the Tahltan Nation, representing approximately 5,000 Tahltan members living on- and off-reserve. Established in 1984, TCG was created to advance and protect Tahltan Aboriginal title and rights and to provide a unified voice on matters affecting Tahltan Territory and its citizens. Today, TCG is responsible for the stewardship of Tahltan Territory's ecosystems and natural resources, supporting sustainable economic development, and strengthening the cultural wellness of the Tahltan Nation. TCG works closely with the Iskut and Tahltan Bands to advance the Nation's collective interests in the communities of Iskut, Dease Lake, and Telegraph Creek.

Located in northwestern British Columbia, Tahltan Territory covers approximately 11 percent of the province, including 70 percent of BC's Golden Triangle – a world-class mining jurisdiction with a thriving mineral exploration sector.

This is an exciting and important period of growth for TCG. As the organization continues to expand its governance, stewardship, economic development, and administrative responsibilities, it is also strengthening the systems, capacity, and structures required to support the long-term success of the Tahltan Nation. This growth is creating new opportunities to enhance organizational effectiveness, financial sustainability, and service delivery, while continuing to advance and protect Tahltan interests and priorities.

Learn more about [**Tahltan Central Government**](#).



The Opportunity

The TCG is seeking an experienced and strategic CFO to join its Executive Leadership Team. Reporting to the Executive Director of the Administration Team, and working closely with the Secretary Treasurer, the CFO is responsible for overseeing the financial stewardship of TCG while supporting sound governance, accountability, and long-term financial sustainability. As a key member of the leadership team, the CFO provides strategic financial direction and oversees all aspects of financial planning, budgeting, forecasting, reporting, audit, risk management, and compliance.

The CFO plays a critical role in ensuring TCG's resources are managed responsibly, transparently, and in alignment with the organization's strategic priorities, governance framework, and Tahltan Nation values. The role serves as a trusted advisor to leadership, the Board, the Finance Committee, and departmental leaders, providing clear financial insight and analysis to support informed decision-making in an increasingly complex operating environment.

Beyond providing strong financial stewardship, the CFO will help strengthen and modernize TCG's financial function. This includes supporting the continued evolution of financial systems, controls, reporting practices, and organizational capacity, while ensuring leadership has access to timely, meaningful, and forward-looking financial information. As TCG continues to grow and evolve, the CFO will help balance immediate operational requirements with long-term financial sustainability, organizational effectiveness, and Nation-building priorities.

Key Responsibilities

The CFO contributes to Tahltan Central Government through the following responsibilities:

Financial Strategy & Leadership

- Provide strategic financial leadership to support TCG's long-term goals, priorities, and nation-building initiatives.
- Advise the Executive Director, Board of Directors, and Directors on financial matters, trends, risks, and opportunities.
- Align financial policies, practices, and decisions with TCG's strategic priorities, governance framework, Tahltan values, and community priorities.

Financial Planning, Budgeting & Forecasting

- Lead the preparation of annual and multi-year budgets in collaboration with departments and leadership.
- Develop accurate forecasting models to guide decision-making and resource allocation.
- Monitor budget adherence and provide timely variance analysis and recommendations.
- Develop financial models and scenario analyses to support major organizational decisions, investments, agreements, and long-term planning initiatives.
- Provide forward-looking analysis on organizational risks, opportunities, financial commitments, and resource requirements.

Financial Operations & Reporting

- Oversee accounting, payroll, accounts payable/receivable, and cash flow management.
- Ensure accurate and timely preparation of monthly, quarterly, and annual financial statements.
- Maintain compliance with all funding agreements, government regulations, and reporting requirements.
- Strengthen reporting frameworks that provide leadership, departments, and governance bodies with timely, accurate, and meaningful financial information to support decision-making.
- Identify opportunities to improve systems, processes, and technologies that enhance financial effectiveness, reporting, and accountability.

Key Responsibilities continued

Audit, Risk & Compliance

- Lead external and internal audit processes and implement audit recommendations.
- Establish internal controls and risk management systems to safeguard assets.
- Ensure compliance with applicable legislation, Indigenous governance structures, and financial policies.

Leadership & Capacity Building

- Mentor and develop finance staff while helping build organizational financial literacy and financial leadership capacity across TCG.
- Build financial literacy and accountability across departments through training and collaboration.
- Foster a culture of transparency, trust, and ethical financial management.
- Assess and strengthen the structure, capacity, and long-term effectiveness of the Finance Department.
- Support the development of systems and processes that reduce organizational reliance on individual knowledge holders and strengthen institutional knowledge.

Stakeholder & Community Engagement

- Work closely with external partners, auditors, funders, and government agencies to strengthen financial accountability.
- Provide clear, accessible financial reporting that helps leadership, the Board, departments, Tahltan members, and funding bodies understand TCG's financial position, commitments, risks, and long-term outlook.
- Support community engagement by ensuring that financial information is understandable and aligned with Tahltan Nation values.

Financial Sustainability & Nation-Building

- Help develop the financial architecture required to support TCG's evolving governance responsibilities, including appropriate financial authorities, long-term planning frameworks, and systems capable of supporting additional programs, services, assets, and jurisdiction.
- Provide strategic financial advice related to own-source revenues, major agreements, Nation assets and investments, reserves and trusts, capital priorities, and long-term Nation wealth.
- Help ensure TCG's financial systems and structures evolve alongside the Nation's growing responsibilities and future priorities.



The Candidate

The ideal candidate is an accomplished financial executive who combines strong technical expertise with strategic judgement, leadership capability, and the ability to build trusted relationships. A proactive and solutions-oriented leader, they can translate complex financial information into clear advice, support informed decision-making, and balance short-term operational needs with long-term organizational priorities.

The successful candidate will bring cultural humility, strong communication skills, and a commitment to developing people, systems, and organizational capacity. They understand that the role extends beyond financial stewardship to helping build the financial architecture required for TCG's continued growth and evolution. They provide independent, evidence-based advice, communicate financial information clearly, and exercise sound judgement in protecting the long-term interests of TCG and Tahltan citizens.

Qualifications & Experience

Education & Credentials

- CPA designation strongly preferred. An equivalent combination of senior financial leadership experience and proven technical expertise may be considered.
- Bachelor's degree in Finance, Accounting, Business, or related field (master's preferred).

The Candidate continued

Qualifications & Experience

Experience

- Minimum 10 years of progressive senior financial leadership experience, preferably in Indigenous government, public sector, or not-for-profit organizations.
- Proven record in financial planning, budgeting, audit, and reporting.
- Experience working with Indigenous governments, communities, or rights-based governance environments is considered a strong asset.

Knowledge & Skills

- Strong understanding of Indigenous governance and demonstrated respect for Tahltan Nation values, culture, and community priorities.
- Strong commercial and financial acumen, with the ability to assess complex agreements, revenue streams, major projects, investments, assets, and corporate or trust structures.
- Excellent leadership, communication, and interpersonal skills.
- Demonstrated ability to build and lead high-performing teams.
- Advanced knowledge of financial systems, controls, and compliance frameworks.
- Analytical and strategic thinker, with the ability to balance short-term needs with long-term sustainability.
- Proficient with Microsoft Office, financial systems (such as Adagio or equivalent), DocuSign, Adobe, and collaboration tools such as Zoom or Teams.

Working Conditions

- The preferred location is Dease Lake, although candidates based elsewhere in British Columbia may be considered. A hybrid arrangement may be available, with meaningful presence in Tahltan Territory
 - Regular travel to TCG offices and communities, and consistent accessibility to leadership, the Board, and staff.
- Occasional extended hours during budget cycles, reporting deadlines, or community engagement sessions.

Evolving Role

This is a critical period of growth for TCG. As internal structures change, the CFO role will evolve alongside the needs of the organization. This will likely necessitate adjustments to the CFO role, with the possibility of an expanded scope of responsibilities.

The Application Process

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 **Tahltan Central Government - CFO** 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.