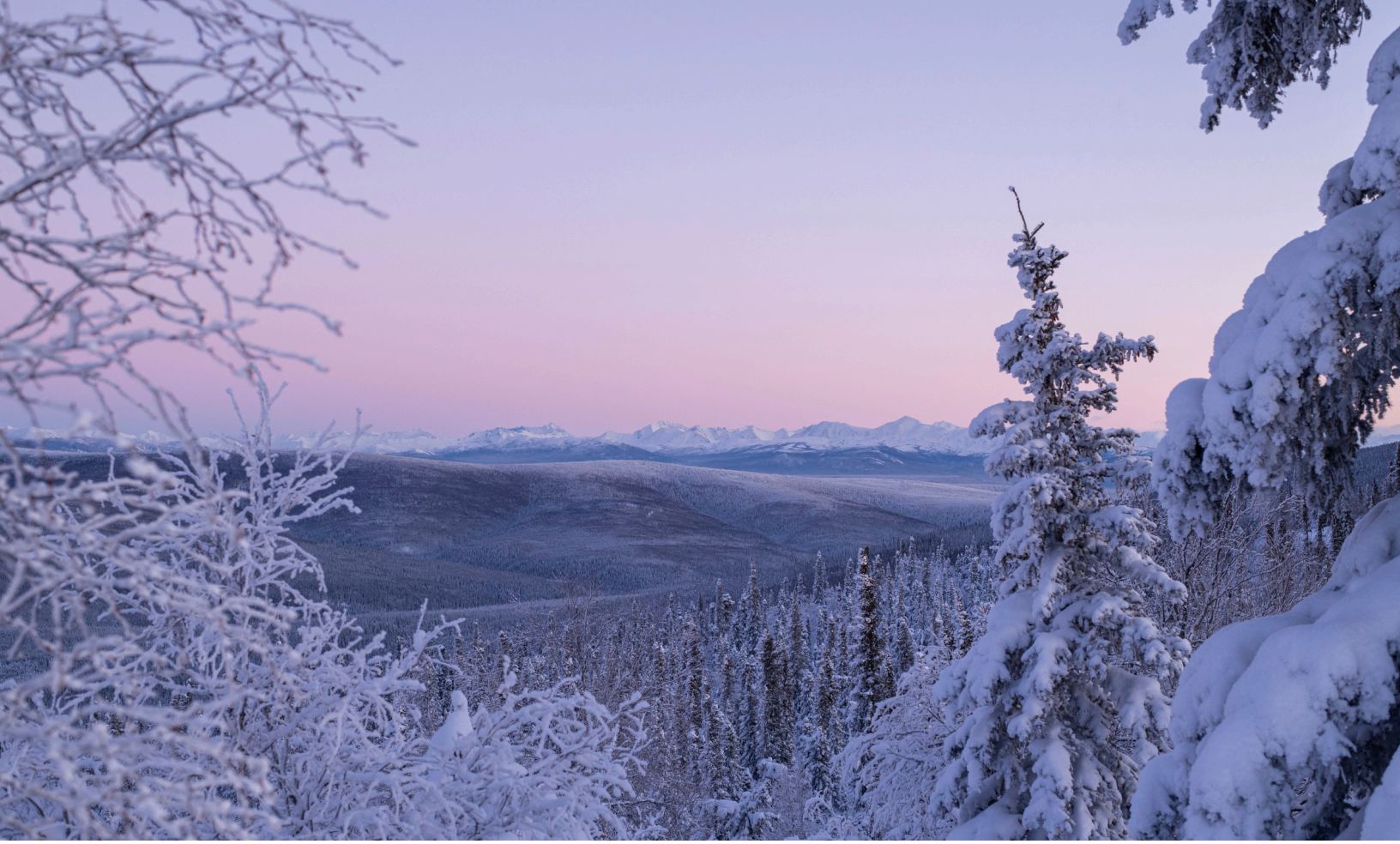
PATHWAYS
EXECUTIVE SEARCH



Executive Director

TR'ONDËK HWËCH'IN
HÄN NATION



Tr'ondëk Hwëch'in is seeking an **Executive Director** to lead its government with sound judgement, cultural humility, and a strong commitment to relationships. This is an opportunity to work alongside Council, Citizens, and an experienced leadership team in support of a self-determining Nation.

Key Details

Organization: Tr'ondëk Hwëch'in Government
Website: www.trondek.ca
Role: Executive Director
Location: Dawson City, Yukon
Mode: Onsite
Type: Full-time, Salary
Term: 3 years, with possibility to extend
Level: Executive level, reporting to Council

The Organization

Tr'ondëk Hwëch'in is a self-governing First Nation based in Dawson City, Yukon, with a deep connection to the land, the river, and the Traditional Territory. Tr'ondëk Hwëch'in people are Dënezhu, the people of this land, guided by Tr'ëhudè, the way of life and law that reflects responsibilities to one another, the land, and future generations.

Since signing its Final and Self-Government Agreements in 1998, Tr'ondëk Hwëch'in (TH) has continued to strengthen a government grounded in Dënezhu values and ways while exercising the rights and responsibilities of self-government. Today, TH Government delivers a broad range of programs and services to Citizens and advances the Nation's interests and relationships with other governments.

Governance

The Nation governs according to its Constitution and laws, with an elected Hähkè, Deputy Chief, and Council providing political and strategic leadership. The TH Government is responsible for delivering programs and services to Citizens while advancing the Nation's rights, interests and priorities through relationships with other governments. For the Executive Director, this creates an important leadership relationship with Council: supporting effective governance and translating Council's direction into coordinated action across the Government. Learn more here.

Dënezhu Core Principles

Tr'ondëk Hwëch'in Government is working to ensure that Dënezhu laws are reflected in all aspects of Government and in support of Tr'ëhudè ("our way of life") and Dã'òle' ("the law" or "the way it is"). These principles help to guide human conduct and support the development and maintenance of healthy and ethical relationships.

- **Interconnection**
- **Reciprocity**
- **Balance**
- **Integrity**

Tr'ondëk Hwëch'in is working to bring them more fully into the practical work of Government, from programs and services to hiring and ways of working, while connecting them to Dënezhu stories, ceremonies, language and traditions. Learn more **here.**

The Organization continued

Strategic Priorities

Tr'ondëk Hwëch'in's 2025–2029 Strategy provides a roadmap for the Nation's ongoing spiritual, social, cultural, and economic development and helps guide decisions about where financial and human resources are invested. It sets out four interconnected priorities to align the Government's efforts and resources around what matters most to Citizens, while providing flexibility to respond to emerging needs and opportunities:

- Healing and Living by Dënezhu Values and Ways
- Protecting our Land and Natural Environment
- Safe, Appropriate and Affordable Housing
- Strengthening our Government

The priorities are intentionally interconnected, recognizing that progress is best achieved when departments work together toward common outcomes for Citizens.







The Opportunity – Executive Director

The **Executive Director** leads the administration of **Tr'ondëk Hwëch'in Government** and supports the continued advancement of the Nation's self-determination. Reporting to Council, the Executive Director works closely with Hähkè and Deputy Chief, providing leadership to a senior management team of 14 direct reports across the Government's major functions.

Operating within the direction established by Council, the Executive Director has significant authority and accountability for the effective administration of Government. The role requires sound judgement across organizational, financial, operational and people matters, while bringing priorities and people together across departments.

This is a role grounded in relationships. The Executive Director will take time to listen and learn, build trust with Council, Citizens, staff, and the broader community, and understand what is working before determining where change or additional support may be needed. They will be visible and engaged in community life, while maintaining the consistency and boundaries required of the Government's senior administrative leader. The Executive Director is an integral link in the connection between council, jëjë-in (people) and citizens.

Key Responsibilities

Leadership & Government Administration

- Lead the administration of TH Government in accordance with Council direction, TH legislation, policies, and agreements.
- Translate Council and strategic priorities into coordinated plans and action across departments, ensuring the effective delivery of Government programs, services, and operations.
- Ensure the policies, systems, and administrative practices needed for an effective, accountable Government are in place.

Governance & Council Relations

- Provide Council with timely, sound advice and the information needed to make informed decisions.
- Ensure Council and General Assembly decisions are implemented, monitored, and reported on.
- Maintain an effective relationship between Council's governance responsibilities and the administration of Government.

People & Organizational Leadership

- Provide leadership and direction to Directors, including clear expectations, accountability, and support for their effectiveness.
- Foster collaboration across departments and a healthy, respectful workplace that supports staff development and sustainable workloads.
- Provide executive oversight of significant human resources and labour relations matters.

Financial & Resource Stewardship

- Lead financial planning and stewardship, ensuring budgets and resources are aligned with Council direction, organizational priorities, and the 2025–2029 Strategy.
- Ensure effective financial controls, monitoring, and reporting, providing Council with clear information on financial performance, risks, and emerging pressures.
- Oversee the responsible use of the Government's financial, physical, and other resources.

Key Responsibilities continued

Self-Government, Negotiations, & External Relations

- Advance Tr'ondëk Hwëch'in priorities through government-to-government relationships, negotiations, and the implementation of agreements.
- Provide strategic leadership on negotiations and other matters affecting the Nation's rights, interests, and exercise of self-government.
- Represent TH Government and build effective relationships with other First Nations, federal, territorial, and municipal governments, and other partners.

Citizen & Community Relationships

- Build and maintain respectful, trusted relationships with Citizens, Elders, youth, and the broader community, remaining visible and engaged in community life.
- Listen and respond to Citizen concerns while maintaining appropriate accountability, consistency, and boundaries in Government decision-making.
- Support meaningful communication and engagement so Citizens are informed about the work and decisions of their Government.

Working Conditions

This is an on-site leadership role based in Dawson City. The Executive Director works flexible hours to attend Council, General Assembly, and community meetings and events, and to respond to operational needs as required. The role also involves approximately 20–25 days of travel annually.



The Candidate

Tr'ondëk Hwëch'in is seeking a grounded and experienced leader who combines sound judgement with cultural humility and a strong commitment to relationships. The successful candidate will listen and learn, build trust across differing perspectives, and provide confident leadership while respecting the knowledge and expertise of others.

Qualifications, Experience, & Attributes

Education & Experience

- An advanced post-secondary degree in public or business administration, management, law, or another relevant field, or an equivalent combination of education and experience.
- Significant senior leadership experience in Indigenous government, public administration, or another complex, multi-service organization.
- Experience working with elected leadership and translating strategic and policy direction into effective administration.
- Demonstrated experience leading senior teams with responsibility for significant organizational resources and outcomes.
- Experience with government-to-government relationships, negotiations, agreements, or complex partnerships.
- Experience working with Indigenous governments and communities, with knowledge of self-government and modern treaty environments.

The Candidate continued

Leadership & Organizational Capability

- Understands governance and administration and can work effectively within the respective responsibilities of Council and senior administration.
- Connects strategic priorities, resources and action across a complex Government.
- Leads through others, setting clear expectations and accountability while drawing on the expertise of Directors and staff.

Relationships & Communication

- Communicates clearly and navigates difficult conversations with respect, consistency, and appropriate boundaries.
- Is approachable and able to develop effective working relationships with Citizens, staff, governments, and community partners.

Cultural Understanding

- Committed to developing a strong understanding of Tr'ondëk Hwëch'in history, culture, laws, agreements, and Dënezhu values, ways, and laws.

Conditions of Employment

The successful candidate will be required to:

- Complete a Criminal Records Check with Vulnerable Sector Screening.
- Hold a valid Class 5 Driver's Licence and provide a clear Driver's Abstract.
- Complete Incident Command 100, 200, and 300.
- Complete TH101 cultural awareness training.



Living in Dawson City

Dawson City is a small northern community with a strong sense of place and an active cultural and community life. Indigenous and non-Indigenous residents live and work alongside one another, and for the Executive Director, being part of the community will be an important part of the role.

Life in Dawson is shaped by its northern setting. The outdoors is close at hand, the seasons are pronounced, and the pace and rhythms of community life are different from those of a larger centre. Dawson also has a lively arts and cultural community alongside the services, businesses, and organizations that support year-round residents.

Dawson will be a best fit for someone who wants to experience community, spend time outdoors, and build a life in a smaller northern centre. This is an opportunity to be immersed in beauty of this northern landscape, the life of river, and the diversity of this unique community.



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 **Tr'ondëk Hwëch'in – Executive Director** in the subject line and apply by **Dec 18, 2026.** We will continue to accept applications until filled.

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

TERRA MACPHAIL • Senior Consultant
Pathways Executive Search
Telephone: 416-712-7407
TerraM@PathwaysExecutiveSearch.com

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.