



PATHWAYS
EXECUTIVE SEARCH



Manager, Community Economic Development & Enterprise





The Opportunity

Tsa Group of Companies is seeking a **Manager, Community Economic Development & Enterprise** to play a central role in advancing economic opportunity in Łutsel K'e. This position sits at the intersection of business development and community engagement, with responsibility for identifying, developing, and implementing initiatives that generate revenue while supporting employment and capacity within the community.

Reporting to the Chief Financial Officer, the Manager serves as Tsa Group's primary presence in Łutsel K'e and works closely with leadership, community members, and external partners to translate regional activity into meaningful local outcomes. This is a hands-on role that requires sound judgment, strong relationships, and the ability to move opportunities from concept to execution in a way that reflects community priorities.

The Organization

Tsa Group of Companies (Tsa Group) is the economic development corporation of the Łutsel K'e Dene First Nation (pronounced "Łoot-sel-kay"), a remote, fly-in community located on the East Arm of Tu Nedhé (Great Slave Lake). The Nation is part of the Akaitcho Territory Government, a regional body representing several Dene First Nations and advancing shared interests in land, resources, governance, and economic development. Formerly known as Denesoline Corporation, Tsa Group is wholly owned by the Nation and is guided by the values, priorities, and long-term aspirations of its approximately 800 members, 300 of whom reside in Łutsel K'e.

Tsa Group plays a central role in building a sustainable, community-driven economy. In a recent strategic planning process with the Board, leadership, and community, the organization affirmed its purpose: to create generational wealth for Nation members through sustainable investment. Wealth is defined broadly, encompassing financial returns, employment, training, capacity building, and long-term community wellbeing.

Tsa Group currently operates a growing portfolio of community-based enterprises, including commercial office space, a wildfire services contract, and a local café. Additional ventures are planned in the near term, including the development of an eight-room bed and breakfast and the expansion of home repair services through Unico Roofing, a Yellowknife-based company acquired by Tsa Group in 2023. These enterprises are designed to generate sustainable revenue while creating employment, training, and skills development opportunities for Łutsel K'e members.

Looking ahead, Tsa Group is positioned for significant growth through a number of strategic initiatives and capital projects. This includes the planned construction and operation of the Thaidene Nënë Visitor and Administration Centre, a multi-government facility that will serve as a hub for park operations, community services, employment, and economic activity. Together, these initiatives reflect Tsa Group's commitment to building long-term prosperity and economic self-determination for the Nation.

Tsa Group is entering a period of focused growth and renewed momentum, with leadership committed to strengthening operations, expanding economic activity, and delivering long-term value for Nation members. With a clear mandate, an engaged leadership team, and a growing portfolio of community-based enterprises, the organization is building momentum and creating new opportunities for the future.

The Role

Reporting to the Chief Financial Officer, the Community Economic Development & Enterprise Manager advances economic development in Łutsel K'e while ensuring community-based operations and assets are managed effectively. The role balances business development with operational oversight, supporting both new enterprise growth and the day-to-day performance of existing activities.

The Manager serves as Tsa Group's primary representative in the community and works with leadership, community members, contractors, and government partners to translate regional projects and procurement opportunities into local employment, business development, and sustainable revenue. The role also oversees community-based operations, including buildings, equipment, workforce coordination, and delivery of service contracts.

Key Responsibilities

Community Economic Development & Business Growth

- Identify revenue-generating business opportunities aligned with community priorities and regional development initiatives.
- Develop and advance prioritized opportunities into viable businesses that generate revenue while supporting employment and economic participation for community members.
- Develop business cases and implementation plans for new enterprises or service lines.
- Work with community members and leadership to establish locally owned services and businesses.
- Support preparation of proposals, bids, and partnership opportunities.
- Build relationships with contractors, government agencies, and industry partners to increase local participation in projects.
- Support expansion into new commercial activities and service lines.

Key Responsibilities continued

Community Opportunity Pipeline Management

- Maintain a forward-looking pipeline of community and regional opportunities, including projects, contracts, and procurement activity.
- Monitor regional infrastructure, mining, tourism, and government developments that may generate business or employment activity.
- Work with leadership to determine which opportunities to pursue directly or through partnerships.
- Provide regular updates to leadership on opportunities and potential economic impact.

Community Engagement & Corporate Representation

- Serve as Tsa Group's primary point of contact in the community.
- Build and maintain relationships with community members, leadership, and local organizations.
- Represent Tsa Group in community meetings and engagement sessions.
- Communicate business activities and opportunities to community members.

Workforce Development & Employment Coordination

- Oversee delivery of the Fire Services Contract with the Department of Environment and Climate Change.
- Maintain a labour pool of ŁKDFN members seeking employment.
- Coordinate hiring initiatives and job readiness activities with contractors and partners.
- Support mentorship and development opportunities for community members.

Operations & Asset Management

- Oversee maintenance and operation of Tsa Group buildings in Łutsel K'e.
- Coordinate planned and emergency maintenance and repairs.
- Act as primary contact for tenants and manage leasing arrangements.
- Oversee Tsa Group vehicles and equipment and coordinate maintenance.

Project Coordination & Strategic Initiatives

- Support planning and coordination of the Thaidene Nēné Visitor Centre and other initiatives.
- Identify funding sources and grants to support economic development projects.
- Support leadership in evaluating strategic opportunities and partnerships.

Key Performance Indicators

- Revenue-generating business opportunities identified, advanced, and implemented
- Contracts, partnerships, or service agreements secured that contribute to Tsa Group's revenue
- Employment and training opportunities created for Łutsel K'e Dene First Nation members
- Active pipeline of regional projects and opportunities aligned with community priorities
- Effective coordination and delivery of community-based operations, services, and contracts
- Corporate assets and facilities are maintained and managed to a high standard
- Strength and consistency of relationships with community members, leadership, and partners

Location

This is **not** a remote or hybrid role; the Community Economic Development & Enterprise Manager will be based in Łutsel K'e on a full-time basis.

Compensation

As a valued member of our team, you will be rewarded with an attractive annual salary ranging from \$130,000 – \$165,000 based on skills and experience.

Relocation assistance and furnished accommodation in Łutsel K'e are available for the successful candidate.

The total compensation package includes accommodation, health and dental benefits, registered retirement savings plan matching, and use of a community vehicle.



The Candidate

The ideal candidate is a relationship-builder at heart – someone who thrives in community settings and can serve as a trusted, consistent presence for Tsa Group in Łutsel K'e. They bring strong business acumen and an entrepreneurial mindset. They can assess opportunities, develop sound business cases, and make decisions with both backbone and heart. Grounded, organized, and resourceful, they manage competing priorities while remaining responsive and present in the community.

This individual is collaborative, culturally aware, and deeply respectful of Indigenous values, community dynamics, and the connection to land that shapes life in Łutsel K'e. They demonstrate patience, kindness, and emotional intelligence in how they engage with others and understand that meaningful progress is built through trust, humility, and consistency over time. Motivated to contribute to community-driven economic development, they align with the values of the organization and bring the energy and commitment needed to grow alongside the community as Tsa Group enters its next chapter.

Required Competencies

- Community leadership and relationship building.
- Economic development and opportunity identification.
- Financial acumen, including budgets, business cases, and financial reporting.
- Workforce development and employment coordination.
- Project coordination and operational management.
- Effective communication and organizational skills.
- Technical proficiency in office software.

Qualifications & Experience

- A combination of relevant education and experience will be considered.
- Experience in economic development, business development, or operations management.
- Experience working with Indigenous communities or Indigenous development corporations (Northern and/or rural community experience is an asset).
- Familiarity with Indigenous economic development and partnership models.
- Strong interpersonal and communication skills.
- Ability to work with diverse stakeholders, including community leadership, government, and industry partners.
- Ability to travel as required.



The Community

łutsel K'e Dene First Nation is a remote, fly-in community of approximately 300 residents, located on the East Arm of Tu Nedhé (Great Slave Lake) in the Northwest Territories. The community is part of a larger Nation of roughly 800 members and maintains a strong cultural, social, and economic connection to the land that has sustained the Dene people for generations.

Life in łutsel K'e is shaped by close relationships, strong family and cultural ties, and a deep respect for the land. Trust, consistency, and presence matter. Tsa Group operates within this context, creating economic opportunities that are locally relevant, community-driven, and aligned with long-term priorities. The nearby Thaidene Nënë protected area (co-governed by the Nation and Parks Canada) represents a significant opportunity for employment, stewardship, and sustainable development.

Learn more about Thaidene Nënë, the homeland of the łutsel K'e Dene, [here](#).



The Application Process

To apply, please submit a cover letter and resume in PDF format by August 28, 2026, outlining your interest, qualifications, and experience.

Email applications@PathwaysExecutiveSearch.com with your application, including **'Tsa Group of Companies'** 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.