



PATHWAYS
EXECUTIVE SEARCH



**Executive Director,
Hələləm Collective**



scəw'aθən məsteyəx^w

TSAWWASSEN FIRST NATION

About Tsawwassen First Nation

In 2009, the Tsawwassen People ratified the first urban First Nations Treaty in British Columbia. It was the culmination of 14 years of negotiations, reconciling Tsawwassen First Nation (TFN)'s aboriginal rights and title and restoring their right to First Nation self-government, protected in the Canadian Constitution. The Final Agreement gives TFN a broad range of self-governing and law-making powers over its Membership and land base. Additionally, TFN is a full member of the Metro Vancouver Regional District.

The Nation has 528 Members, with nearly half living on Tsawwassen Lands (241). Many other TFN Members (287) live in British Columbia's North Okanagan and in and around Bellingham, Washington, USA.

Vision and Values

Tsawwassen Members are united, proud, and confident in their culture; are connected to and take care of their lands and resources; and are healthy, self-reliant, and prospering.

With the signing of the Treaty, the Tsawwassen Government enacted a suite of contemporary laws that are fundamentally based on traditional laws and principles that have been carried through each generation. By enacting Tsawwassen Laws, we reaffirm these traditional principles and transmit them to subsequent generations in a manner that has relevance in modern society.

In the past, traditional practices and sacred ceremonies directed governance functions in the longhouse. TFN's traditional government and institutions evolved into the establishment of the Tsawwassen Government that exists today. Historically, TFN leaders were responsible to the People and acknowledged and considered their voices on all important matters. These traditional principles and institutions are reflected in the Tsawwassen Constitution and the Government Organization Act.

The lands, ecosystems and resources within our traditional territories have always been essential to our way of life. Our ancestors acted as stewards and guardians to control access to our lands and resources in order to protect our way of life and our economic foundation. These traditional values are reflected in the Land Act, the Land Use Planning & Development Act, and the Fisheries, Wildlife, Migratory Birds, and Renewable Resources Act.

Through our teachings, we understand that we must always extend our hand to support one another to ensure all Tsawwassen People have the opportunity to achieve their full spiritual, physical, emotional and intellectual potential. We will continue to uphold these traditional values as reflected in the Education, Health & Social Development Act and the Children & Family Act.

About Tsawwassen First Nation continued

Historically, a complex socio-economic system played an important role within our community and in cooperation with neighbouring tribes. Accumulation of wealth was attributed to spirit powers, and re-distributing wealth was based on traditional sharing principles and collective responsibility to ensure that all the people thrived. These principles are reflected in the Economic Development Act, the Financial Administration Act, and the Property Taxation Act. Historically and today, respected leaders and Elders provided advice and wise counsel to settle disputes.

Click [here](#) to learn more about the Tsawwassen First Nation.

About Hələləm Collective

When TFN reclaimed its self-governance as a First Nation in 2009, it established a new set of governing institutions to replace the previous Indian Act structure. The Hələləm Collective is a continuance of the work being elevated by the community and its leadership.

The Tsawwassen First Nation (TFN) Hələləm Collective is at the forefront of providing innovative, safe, and culturally appropriate housing solutions for TFN Members and their families. Their approach resists colonial legacies in housing and promotes sovereign housing solutions led by the TFN. They integrate community-driven strategies with sustainable development practices to ensure equitable access to housing while honouring and preserving TFN cultural heritage. The collective actively engages with community leaders, government entities, private sector partners, TFN members, and external stakeholders to foster community development and enhance housing affordability and excellence.

Click [here](#) to learn more about the Hələləm Collective.

The Role – ED of Hələləm Collective

Based in Tsawwassen First Nation and reporting to the Board of the Hələləm Collective, the Executive Director (ED) of Hələləm Collective serves as the chief strategist and visionary tasked with leading the Collective toward achieving its mission through robust strategic planning and dynamic leadership while forging a strong working relationship with the TFN Chief Administrative Officer.

This role demands a leader who engages with TFN's traditional forms of governance, ensuring that housing practices respect TFN laws and systems of leadership. It also demands a proactive approach to fostering organizational growth, steering community initiatives, and driving innovation grounded in Indigenous worldviews, as well as excellence within the housing sector.

The Executive Director will also oversee real estate acquisition and development initiatives to expand the Tsawwassen First Nation's housing assets while ensuring sustainable, culturally appropriate growth. Additionally, the Executive Director will be responsible for asset management, ensuring the effective use, maintenance, and preservation of housing assets.

Key Responsibilities

Strategic Leadership

- Craft and execute comprehensive strategic plans that align with the Collective's mission, addressing both immediate and long-term objectives.
- Lead organizational development and enhancement projects, identify new opportunities that propel growth and increase impact.
- Cultivate an organizational culture that values TFN culture and heritage, innovation, excellence, and accountability, ensuring these principles are embedded in all facets of operation.

Real Estate Acquisition and Development

- Identify and lead opportunities for real estate acquisition and development projects that expand housing capacity while respecting TFN land stewardship values.
- Oversee the planning and execution of development projects, ensuring they are culturally relevant and sustainable and contribute to the TFN's housing sovereignty.
- Collaborate with community stakeholders and developers to ensure that real estate development projects align with TFN governance, cultural values, and long-term housing goals.

The Role continued

Key Responsibilities

Asset Management

- Oversee the management of Hələləm Collective's housing assets, ensuring properties are maintained and used effectively to support the community's housing needs.
- Develop and implement asset management strategies that prioritize the long-term sustainability of housing and property resources.
- Ensure housing assets are preserved, managed, and grown in a manner that respects TFN governance and the cultural connection to land.

Stakeholder Engagement

- Develop and sustain strong relationships with TFN community leaders, members, and an array of stakeholders, including local, regional, and national government bodies, private developers, and funding organizations.
- Engagement with non-Indigenous stakeholders must be viewed through a lens of accountability, ensuring their respect for TFN sovereignty.
- Act as a primary spokesperson for Hələləm Collective at public engagements, advocating effectively for the housing interests of TFN and broader Indigenous communities and decolonial approaches to housing development, both within and beyond Indigenous communities.

Financial Management

- Advocate for funding models that promote economic sovereignty and resist reliance on colonial funding structures. This could mean seeking non-extractive partnerships or advocating for reparative funding that acknowledges the historical injustices faced by Indigenous peoples, particularly the TFN, in relation to land and resources.
- Maintain stewardship over the fiscal resources of Hələləm Collective, overseeing comprehensive budgeting, accurate financial forecasting, and meticulous financial reporting.
- Secure compliance with all financial regulations and standards and actively pursue additional funding avenues to ensure the sustainability and scalability of housing projects.

The Role continued

Key Responsibilities

Operational Excellence

- Direct all operational aspects of the organization, ensuring that housing programs and services are delivered efficiently and effectively and do not impose Western bureaucratic structures but instead reflect TFN governance and relational accountability.
- Incorporate collective decision-making processes, particularly involving TFN members, in all aspects of operations.
- Implement and maintain operational systems and procedures to assess organizational performance, utilizing data-driven insights to drive improvements and ensure the highest standards of service delivery.
- Committed to excellence in best practices in property management and tenant engagement.

Cultural Competency

- Deeply integrate respect for and knowledge of TFN cultural traditions and values into all organizational practices.
- Collaborate closely with community Elders, knowledge keepers, and cultural advisors to ensure that housing solutions are not only effective but also culturally resonant and sensitive to the unique needs of the community.
- Incorporate land-based knowledge, recognizing the spiritual and cultural connection to land that is central to TFN and all Indigenous housing practices.



The Candidate

Qualifications, Skills, and Abilities

- Ability to embed TFN worldviews at the core of all Hələləm Collective practices.
- Profound understanding of and respect for TFN cultural practices, governance, and community dynamics.
- Exceptional capability in forming and nurturing effective collaborations across a wide spectrum of stakeholders, from residents to government officials.
- Robust financial acumen, evidenced by past success in managing substantial organizational budgets and navigating complex funding landscapes.
- Outstanding communication skills characterized by clarity, persuasiveness, and the ability to unite and motivate diverse teams and community groups.

Education and Experience

- At least 10 years of senior leadership experience, ideally within the housing sector or in roles focused on First Nations community development, is an asset.
- Advanced educational credentials in business administration, public administration, urban planning, or related fields, complemented by extensive practical experience or the equivalent combination of education, skills-based training, and practical experience.
- Experience in real estate acquisition and development, with a proven track record of successfully guiding property development projects that align with Indigenous community values and goals.
- Experience in asset management, with the ability to ensure housing properties are maintained, preserved, and utilized effectively for community benefit.
- Experience navigating colonial housing systems and advocating for systemic changes that promote Indigenous sovereignty over housing development.

Location and Territory

The Tsawwassen First Nation (TFN) community is located on the Salish Sea, near the mouth of the Fraser River, and immediately adjacent to the Municipality of Delta in southwestern British Columbia. TFN's land base is approximately 724 hectares, which includes approximately 290 hectares of former reserve lands and 372 hectares of former provincial Crown land. TFN also owns, in fee simple, an additional 62 hectares of other land located within and under the jurisdiction of the Corporation of Delta.

More broadly, TFN traditional territories cover approximately 279,600 hectares, bordered on the northeast by the watersheds that feed into Pitt Lake, down Pitt River to Pitt Meadows, where they empty into the Fraser River. It includes Burns Bog and part of New Westminster, following the outflow of the river just south of Sea Island. From Sea Island, it cuts across the Strait to Galiano Island and includes all of Saltspring, Pender, and Saturna Islands. From there, the territory continues northeast to include the Point Roberts peninsula and the watersheds of the Serpentine and Nicomekl Rivers.



The Application Process

Commitment to Community and Self-Determination

The Hələləm Collective is committed to self-determination and Indigenous sovereignty and will prioritize applications from qualified TFN members, followed by Indigenous applicants with lived experience in the TFN community. This ensures that Hələləm Collective leadership remains directly accountable to the community, empowering the TFN to take control over its own resources, decisions, and future.

The new Executive Director will also ensure that decision-making power stays within the TFN and that non-Indigenous employees or partners are educated on decolonization principles and held accountable for supporting Indigenous sovereignty. The position offers a competitive compensation package with a salary range of \$180,000-\$200,000.



To Apply

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

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To apply, please submit a Cover Letter and Resume (PDF version) directly to Pathways Executive Search outlining your interest, qualifications, and experience to Applications@PathwaysExecutiveSearch.com

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