



**PATHWAYS**  
**EXECUTIVE SEARCH**



**Executive Director, Territory & Culture**



**H AISLA**  
**NATION**

# About Haisla Nation

The Haisla Nation serves as the band government for the Haisla people, committed to fostering a powerful, prosperous and proud community, healthy in mind, body, and spirit.

The Haisla, whose name means “dwellers downriver,” have called their traditional territory home since time immemorial. Today, the heart of the Haisla community is Kitamaat Village, located at the head of the Douglas Channel in British Columbia. Approximately 700 of the Nation’s 2023+ members reside in Kitamaat Village, while others live in Kitimat, Terrace, Prince Rupert, the metro Vancouver area, and the United States.

Today’s Haisla Nation is an amalgamation of two historic bands – the Kitamaat people of the Douglas and Devastation channels and the Kitlope people of the upper Princess Royal Channel and Gardner Canal. Neighbouring nations include the Heiltsuk and Wuikinuxv bands of the Coast Tsimshian peoples.

For generations, the Haisla have depended on the land and waters of the Douglas Channel for sustenance, shelter, and livelihood. This deep connection endures today, as protecting these vital resources for future generations remains a central commitment of our people. The land and waters are not only the source of our survival but also the foundation of our culture and identity, linking our past to our future.

The Haisla social systems is rooted in matrilineal clans, with each clan led by a hiḿ áas (hey-maus: chief) and músmeziḥ (moos-moo-gheethl: matriarch). The current clans include Beaver, Eagle, Killer Whale/Black Fish/Salmon. Historically, the Crow, Frog, and the Wolf clans were part of this system but have since amalgamated with other clans due to declining numbers.

Traditions such as hunting, berry picking, gathering and fishing continue to thrive among the Haisla people. Every spring, Haisla family groups journey to the Kemano River for oolichan harvest. During oolichan season, the village comes alive with the rich smell of fish smoking. After a long, hard North Coast winter, oolichan are the first fish returning to spawn in local rivers. Oolichan are indispensable to the Haisla life, providing food, medicine, and the renowned pure white grease provided through expert boiling techniques. The grease, a prized commodity, is still traded with neighbouring communities along the BC coast.

# Haisla Nation Council

The Haisla Nation Council Strategic Plan, developed by the Haisla Nation Council (HNC) and administration, illustrates our path to supporting the Haisla Departments and the Nation through economic prosperity, transparent governance, and community development.

## Vision

The Haisla Nation Council strives to be the lead in good governance and to be fair, transparent, and accountable in support of our community vision. This Council vision recognizes and compliments the community vision of:

**“A strong, independent, and proud Nation healthy in mind, body and spirit.”**

## Mission

The Haisla Nation Council will represent the Haisla Nation for the collective betterment of our People.

## Values

- **Assertion of Aboriginal Rights and Title** – we are committed to working together to protect and advance self-determination of the Haisla Nation Aboriginal Rights and Title. We will continue to work with and educate Haisla members as to what this means for our Nation.
- **Environmental Stewardship** – we are committed to governing in a way that respects Haisla Lands and natural resources and honours principles of environmental stewardship.
- **Cultural Retention** – we are committed to working in ways that protect and promote our Haisla language and culture.
- **Fiscal Responsibility** – we are committed to
  - Act in the interest of the Haisla Nation Membership;
  - Act in good faith and with care and attention; and
  - Proactively identify and work to resolve any conflict of interest.
- **Effective Communication** – we are committed to ensuring effective communication with Haisla Nation Membership.
- **Empowerment** - we are committed to working to empower Haisla people.
- **Fairness** – we are committed to governing in a way that is fair, transparent, and accountable.
- **Respect** – we are committed to governing in a respectful way to one another and the Haisla people.
- **Truth and Reconciliation** – we are committed to advancing/embodying the principle of truth and reconciliation in all we do.

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



## **The Role – Executive Director, Territory & Culture**

Reporting to the Chief Administrative Officer, the Executive Director, Territory and Culture is a member of the executive leadership team and oversees a newly formed division that delivers programs and services focused on preserving and enhancing the cultural heritage, environmental sustainability, and territorial integrity of the Haisla Nation. The division includes Culture and Heritage and Natural Resources. The Executive Director, Territory and Culture identifies opportunities for the departments to work more closely together, innovate, and meet strategic objectives to ensure Haisla Nation members have the resources to live and thrive in a safe and supportive community. The Executive Director, Territory and Culture, guided by the Haisla Nation Council's mission and values, will influence the strategic direction of the organization. Working closely with a wide variety of internal and external partners, the Executive Director, Territory and Culture must consistently connect with colleagues and members to ensure they are accurately representing the Nation's vision, beliefs, and ideals.

# Key Responsibilities

**Strategic Leadership:** The Executive Director, Territory and Culture collaborates with the executive leadership team and Council to develop the strategic plans and goals for the Haisla Nation Council. As these plans and goals are developed, the Executive Director, Territory and Culture designs related Territory and Culture strategies that support the organization's collective efforts.

- Work closely with the executive leadership team and Council in the collaborative development, implementation, and ongoing review of the strategic plan.
- Design and implement a Territory and Culture strategy and plan (showing key milestones, goals, and budgets) that directly relates to the organization-wide strategic objectives.
- Work with the departments within the Territory and Culture division to develop and implement activities that align to the strategies and the Haisla Nation Council's values.
- Monitor progress of the Territory and Culture strategy and plan and recommend strategies to mitigate risks and address issues so that work is completed within approved timelines with intended benefits.
- Provide analyses, recommendations, and/or reporting to the executive leadership team and Council as requested.

**Organizational Leadership:** The Executive Director, Territory and Culture works with the departments in its division to ensure effective program and service delivery that meets strategic objectives and members' needs.

- Ensure programs and services align with the Haisla Nation Council's mission, strategic plan, and values.
- Develop and oversee divisional budget; oversee expenditures and ensure compliance with policies and practices while maintaining effective cost controls.
- Ensure programs and services respond to evolving and diverse community needs; monitor trends and identify/close gaps in program and service delivery.
- Work closely with departmental leadership to monitor and mitigate risks related to programs and services.
- Oversee appropriate and effective program monitoring and evaluation frameworks.
- Ensure the development and review of policies, manuals, and resources for programs and services to ensure effective and safe delivery.
- Ensure programs and services are delivered within policies and procedures, relevant legislation, and professional standards.
- Collaborate with Executive Directors and Directors on inter-departmental projects and programs.

# Key Responsibilities continued

**Community Engagement:** Effective program and service delivery within the Haisla Nation Council requires meaningful engagement with members and the outside community. The Executive Director, Territory and Culture maintains collaborative relationships with partners, members, funders, governmental bodies, and others.

- Collaborate with Executive Directors and Directors to promote the Haisla Nation Council's programs and services among key partners, community members, funders, government, and service organizations.
- Establish and maintain effective working relationships with relevant community groups and partner organizations.
- Participate as an organizational representative in collaborative partner networks and in related community, social, and economic development activities.

**People Leadership:** The Executive Director, Territory and Culture is responsible for supporting the capacity and capability of their direct reports, supporting their professional development and career progression. The Executive Director, Territory and Culture is a resource and mentor to the team, providing guidance and direction on risks, issues, or problems to ensure programs and services achieve intended benefits and meet expectations.

- Foster a respectful workplace and cooperative working relationships with all employees.
- Ensure employees are appropriately trained and aligned with the Haisla Nation Council's mission, vision, values, policies, and procedures.
- Develop and lead a high-performing team, supporting both personal and professional development through effective coaching and mentoring.
- Cultivate a workplace environment that builds intercultural understanding and an appreciation for differences.
- Serve as a role model regarding the organization's values and leadership principles.
- Complete employee performance reviews, including development and succession plans.



# The Candidate

## Skills and Qualifications

- Master's degree in a related field, or an equivalent combination of training and experience.
- 10+ years of experience providing organizational and operational leadership, particularly as it relates to land and governance.
- Experience working for a band government or Indigenous organization.
- Ability to set goals and develop a strategic plan and shared vision for the division and organization.
- Ability to provide strategic direction and leadership to direct reports and ongoing support for their performance and development.
- Strong proficiency in using Microsoft Office (Outlook, Word, Excel, PowerPoint).
- Strong analytical, problem-solving, and decision-making skills.
- Strong organizational and time management skills with an attention to detail.
- Strong interpersonal, communication, and presentation skills with the ability to professionally connect with and influence a diverse group of individuals.
- Strong leadership skills with the ability to lead projects and work with diverse individuals to identify issues, design solutions, and evaluate results.
- Strong people leadership skills, including experience with building and leading high-performing teams.
- Occasional travel within Canada may be required.
- Satisfactory completion of criminal records check (with vulnerable sector screening if relevant).



# Location and Territory

The home community of the Haisla people is Kitamaat Village, located at the head of the Douglas Channel on British Columbia's North Coast. Kitamaat Village is home to 700 of the 2023+ Haisla members and is located 10 kilometres from Kitimat and 45 kilometres from the Terrace Airport.

The word "Kitamaat" comes from the Tsimshian people, who originated from the Prince Rupert and Metlakatla areas. While "Kitamaat" means 'people of the snow' in Tsimshian, the Haisla name for Kitamaat Village is "Tsee-Motsa," meaning Snag Beach.

Our people have traditionally occupied and used just over 4 million acres of land and waterways. In 1890, the Canadian Federal Government set aside 1640 acres for the Haisla as reserve land. Our territory is one of the wettest regions in B.C., making for forests thick with Sitka Spruce, Western Hemlock, and Red Cedar trees, which tower over salmonberry, dogwood, and willows. Bears, wolves, deer, foxes, and wolverines are just some mammals that live in these forests and feed on our area's rich biodiversity.

Our territory's resources have sustained us for generations, providing us with food, shelter, and livelihood. We have worked hard to harvest food, build our villages, and develop the necessary survival resources. The land is connected to our past, our culture, and now, our future.

Today, we seek economic opportunities that respect the waters and wildlife that make our home such a special place.

Step into the heart of the Haisla Nation and embrace the rich tapestry of our culture and heritage at Kitamaat Village. Nestled on the rugged coast of British Columbia, Canada, our community invites you to experience our ancestral land's unique beauty and warmth.





# The Application Process

The Haisla Nation is an inclusive and equitable organization and encourages applications from qualified applicants, including persons with disabilities and members of visible minorities. The position offers a tax-exempt competitive compensation package for eligible candidates, with a salary range starting at \$125,000-\$148,000.

## Benefit Package

This role offers a competitive benefits package, including Health, Dental, Life and AD&D Insurance, Disability coverage, and an Employee Assistance Program. Additional perks include a \$500 annual Health Spending Account, 20 paid days off per year, in addition to the standard 2 weeks of paid vacation. You'll also receive a complimentary Perkpolis membership, providing access to over 5,000 exclusive perks to help you save on everything from clothing and groceries to events and travel.

The position is open to all qualified applicants, although preference will be given to candidates of Indigenous ancestry.

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

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

**Katy Gottfriedson-Jasper • Senior Consultant**

**Pathways Executive Search**

Telephone: 250-318-6788

[KatyGJ@PathwaysExecutiveSearch.com](mailto:KatyGJ@PathwaysExecutiveSearch.com)

**Meaghen Fillion • Consultant**

**Pathways Executive Search**

Telephone: 204-292 8937

[MeaghenF@PathwaysExecutiveSearch.com](mailto:MeaghenF@PathwaysExecutiveSearch.com)

**Pathways Executive Search** is a national recruitment firm offering Indigenous-focused professional services. With a mission to make recruitment and career journeys less challenging and more equitable, Pathways is guided by Indigenous values and principles of Indigenous inclusion, which underscore the capacity to build an inclusive process for all racialized and equity-deserving professionals.