

1.0 Company Information

yáqwa Development Corporation (YDC) was established to improve the operational efficiencies and advance the economic growth of the Haisla Nation. Haisla Nation Council (“HNC”) maintains legal control over YDC, however, YDC will have a degree of autonomy through its delegation of authority, governance and board structure, which will include a blend of both Haisla members and independent, non-Nation members.

yáqwa Development Corporation’s vision is to facilitate the education, employment, sustainability and multi-generational wealth that will empower the Haisla with the resources required to build a powerful and proud community, healthy in mind, body and spirit. The mission of YDC is to develop a well-diversified portfolio through a business-focused structure enabling sustainable growth and long-term prosperity.

2.0 Position Information

Job Title: Chief Executive Officer
Reports to: Board of Directors
Date: March 2024

3.0 Job Purpose

The Chief Executive Officer (CEO) of yáqwa Development Corporation will be responsible for providing strategic leadership and direction to drive the economic growth and sustainability of the corporation. The CEO will work closely with the Board of Directors, community leaders, stakeholders, and partners to advance the corporation's mission, vision, and objectives.

4.0 Key Accountabilities and Key Results Areas

Strategic Leadership:

- Develop and implement long-term strategic plans to advance the economic development goals of the corporation.
- Lead the formulation of policies, procedures, and initiatives that promote economic growth, job creation, and community development.

Stakeholder Engagement:

- Build and maintain strong relationships with the Haisla membership, First Nations communities, government agencies, industry partners, and other stakeholders.
- Advocate for the interests of the corporation and represent its values and objectives in external forums and negotiations.

Financial Management:

- Oversee the financial health and sustainability of the corporation, including budgeting, forecasting, and financial reporting.
- Identify opportunities for revenue generation, investment, and diversification of funding sources.
- Ensures the business operates at a profit and meets its goals.

Operational Management:

- Review and approve quarterly operational reports for the Board.
- Review and approve policies for the corporation.

- Provide effective leadership and direction to the corporation's staff, ensuring alignment with organizational goals and values.
- Monitor and evaluate operational performance, making adjustments as necessary to optimize efficiency and effectiveness.
- Maintain a deep knowledge of the markets and industry of the corporation.

Community Development:

- Support initiatives that promote economic empowerment, capacity building, and entrepreneurship within the Nation.
- Collaborate with community leaders and organizations to identify opportunities for sustainable development and inclusive growth.

Compliance and Governance:

- Ensure compliance with all relevant laws, regulations, and corporate governance standards.
- Work closely with the Board of Directors to fulfill fiduciary responsibilities and uphold ethical business practices.
- Enforcing adherence to legal guidelines and in-house policies.

Risk Management:

- Identify and mitigate risks that may impact the corporation's operations, finances, or reputation.
- Implement robust risk management strategies and contingency plans to safeguard against potential threats.
- Ensures that the leadership is constantly aware of key external and internal factors.

5.0 Skills, Knowledge and Experience

- Bachelor's degree in Business Administration, Economics, Public Administration, or related field (Master's degree preferred).
- Proven track record of executive leadership in economic development, business management, or a related field, preferably within Indigenous or First Nations contexts.
- Strong understanding of Indigenous rights, culture, and socio-economic issues, with a commitment to advancing Indigenous self-determination and sovereignty.
- Demonstrated experience in financial management, strategic planning, and stakeholder engagement.
- Excellent communication skills, with the ability to effectively engage and collaborate with diverse stakeholders at all levels.
- Ability to work sensitively and respectfully within Indigenous communities, demonstrating cultural competence and humility.
- Strong ethical principles and a commitment to transparency, integrity, and accountability.