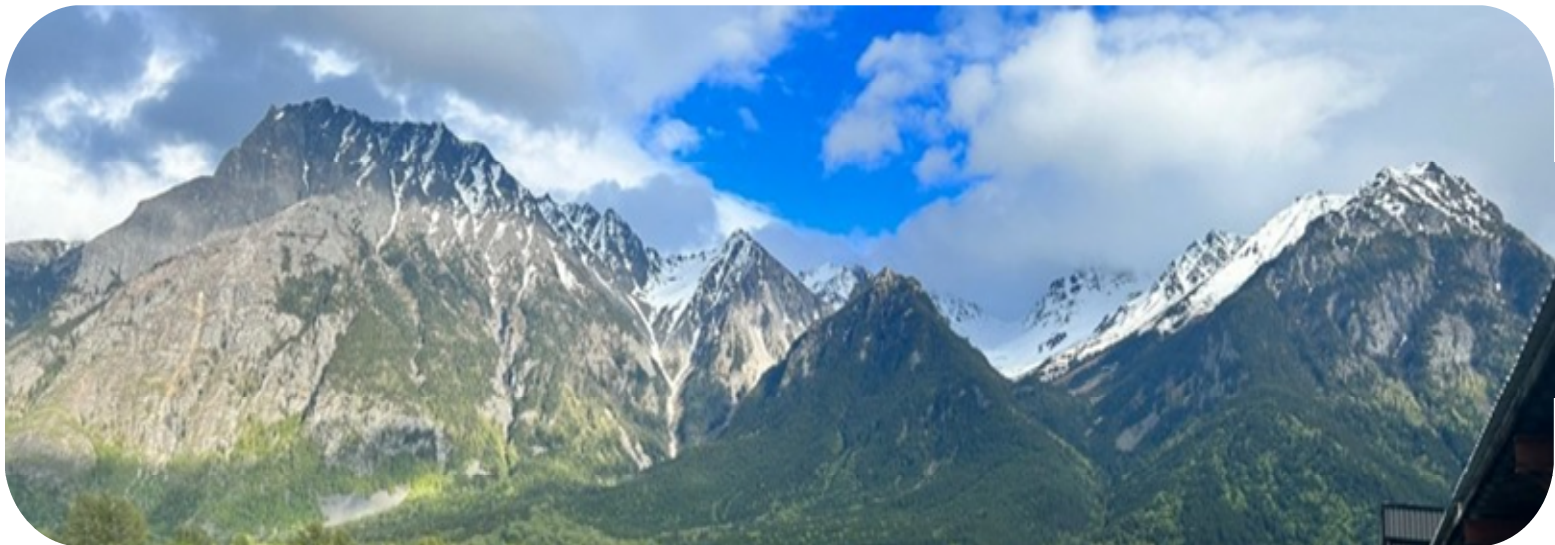


Chief Executive Officer

Gitxsan Development Corporation



A banner image featuring a majestic, snow-capped mountain range in the background. In the foreground, there is a lush green valley with some trees. The text 'GITKSAN DEVELOPMENT CORPORATION' is overlaid in large, white, bold, sans-serif capital letters. Below it, a tagline is written in a smaller, italicized, white font.

GITKSAN DEVELOPMENT CORPORATION

A stitch in the blanket towards the Gitksan Nation's economic independence.

ABOUT THE COMPANY

Located in the heart of Northwest British Columbia, the Gitksan Nation is a proud and resilient people whose history, culture, and stewardship of their traditional Lax'Yip territory stretches back countless generations. Guided by the Gitksan Ayookw (traditional laws), the Nation has maintained a deep connection to its lands, waters, and communities while continuing to build a strong vision for the future. It spans the basin and watersheds of the upper Skeena River, including the Kispiox, Bulkley, and Babine rivers, centering around the Hazelton, Terrace, and Smithers. Today, the Gitksan are creating new opportunities for economic growth and prosperity while remaining firmly grounded in their cultural values, governance traditions, and responsibilities to future generations.

Gitksan Development Corporation (GDC) plays a central role in realizing that vision. Established to advance economic opportunities on behalf of the Gitksan Nation, GDC is more than a collection of businesses. It is a vehicle for economic self-determination, community prosperity, and long-term nation building. Guided by the principle of being "a stitch in the blanket towards the Gitksan Nation's economic independence," GDC works to create meaningful employment, develop local talent, generate sustainable revenues, and build business partnerships that create lasting benefits for Gitksan members and communities.

Under the direction of the Board of Directors, the organization continues to advance a diverse range of initiatives designed to create economic benefits, employment opportunities, and long-term value for the community while remaining grounded in Indigenous values, culture, and community priorities.

OUR PURPOSE

To achieve long-term economic independence, prosperity, and self-determination for the Gitxsan Nation through sustainable business development, strategic partnerships, and opportunities that honour Gitxsan laws, values, and stewardship of the land.

OUR COMMITMENTS

The corporation is dedicated to:

- Economic independence for the Gitxsan Nation
- Sustainable economic growth and prosperity
- Job creation and training opportunities for Gitxsan people
- Balancing economic opportunity with stewardship of Gitxsan Lax Yip (traditional territory)
- Operating in accordance with Gitxsan Ayookw (traditional laws and governance principles)
- Building prosperity for current and future generations

GUIDING PRINCIPLES

Community Prosperity – Commitment to creating economic opportunities that support the long-term well-being and prosperity of Gitxsan Nation Members.

Sustainability – Focus on responsible development that balances economic success with environmental stewardship and respect for future generations.

Partnership & Collaboration – Building strong relationships with community members, governments, industry partners, neighbouring First Nations, and other community and strategic partners.

Innovation & Growth – Pursuing new business opportunities, creative solutions, and continuous improvement to strengthen economic self-sufficiency and community resilience.

Respect for Culture and Values – Ensuring all economic development initiatives honour and reflect the culture, traditions, and aspirations of the Gitxsan Nation.



LAX SKIK



LAX SEEL/GENADA



GISGAAST



LAX GIBUU



POSITION OVERVIEW

Reporting directly to the Board of Directors, the Chief Executive Officer (CEO) is responsible for providing the strategic, operational, financial, and cultural leadership required to guide GDC through its next stage of growth, opportunity, and long-term community impact.

The CEO will work closely with the Board, Gitxsan leadership, subsidiary managers, staff, community members, partners, and external organizations to execute strategic priorities, evaluate and advance new business opportunities, strengthen existing operations, and ensure the organization remains accountable to its mandate, governance framework, and community objectives.

As the senior leader of the organization, the CEO will be responsible for fostering a strong, transparent, and productive relationship with the Board of Directors. This includes providing regular and meaningful updates on organizational performance, financial results, strategic initiatives, risks, and emerging opportunities, while ensuring the Board is equipped with the information required to make informed decisions. Success in the role will require disciplined governance practices, clear communication, sound judgment, and a commitment to accountability and transparency.

The CEO will oversee a diverse portfolio of business interests and subsidiaries, ensuring strong financial stewardship, operational performance, risk management, and alignment with GDC's long-term strategic vision.

The CEO will support the Board in advancing sustainable economic development opportunities that create lasting value for the Gitxsan Nation while building and maintaining strong relationships with Hereditary Chiefs, community leaders, government agencies, Indigenous partners, industry partners, and prospective business partners.

While the position offers flexibility through a hybrid work arrangement, the CEO will be expected to maintain a meaningful presence within the community and across the territory to foster trust, strengthen relationships, and remain connected to the priorities and aspirations of the Gitxsan Nation.

This role requires an individual who can balance strategic vision with practical execution and who possesses the experience and leadership capability to guide a growing organization through increasing complexity and opportunity. Beyond delivering business results, the CEO will be expected to champion workforce development, support the growth of Gitxsan talent, mentor future leaders, and help ensure that economic opportunities translate into meaningful, long-term benefits for current and future generations of Gitxsan people.



KEY RESPONSIBILITIES

Strategic Leadership

- Lead the development and execution of the organization's strategic plan and annual business objectives
- Identify, evaluate, and advance new economic development opportunities, partnerships, investments, and business ventures
- Ensure organizational priorities align with the long-term vision, values, and objectives established by the Board
- Provide recommendations to the Board regarding growth opportunities, investments, and strategic initiatives
- Advance opportunities that create sustainable economic benefits, employment, and long-term prosperity for the Gitxsan Nation

Governance & Board Relations

- Develop and maintain a strong working relationship with the Board of Directors
- Provide timely and accurate reporting on organizational performance, key initiatives, opportunities, and risks
- Support informed decision-making by preparing board materials, business cases, recommendations, and strategic updates
- Serve as the primary link between the Board and the organization, ensuring open, transparent, and proactive communication on strategic, operational, and financial matters
- Ensure a clear distinction between governance responsibilities and operational management

Operational Leadership

- Provide overall leadership and direction for day-to-day operations
- Develop organizational systems, processes, and performance standards that support efficiency, accountability, and long-term sustainability
- Foster a culture of collaboration, professionalism, continuous improvement, and service excellence
- Ensure organizational activities comply with applicable laws, regulations, policies, and governance requirements

Financial Management

- Oversee organizational budgeting, forecasting, and financial planning activities
- Ensure effective stewardship and management of organizational resources

- Monitor organizational performance against approved budgets and business plans
- Support sustainable financial growth through sound risk management and strategic decision-making

Relationship Building & Community Engagement

- Act as the primary ambassador for the organization
- Build productive relationships with Indigenous communities, governments, funding agencies, business leaders, and industry partners
- Maintain a strong and visible presence within the community
- Navigate the intersection of business priorities, governance, culture, and community expectations in a respectful and collaborative manner
- Communicate organizational goals, achievements, and opportunities to community members and partners

People Leadership

- Recruit, mentor, develop, and retain a high-performing team
- Promote a culture of accountability, transparency, and mutual respect
- Support succession planning and leadership development initiatives
- Champion the development of Gitxsan talent and future leaders while fostering opportunities for workforce participation and capacity building
- Create an organizational environment that empowers staff to succeed



IDEAL CANDIDATE ATTRIBUTES

The successful candidate will be a collaborative and respected leader who combines business acumen with strong relationship-building skills and a genuine commitment to Indigenous community development.

Operate as the strategic thinker who can maximise current economic opportunities and effectively identify prospects while maintaining focus on operational excellence and organizational performance. Be comfortable working with Boards and governance structures and have demonstrated success leading organizations through growth and change.

Demonstrating credibility, professionalism, and strong interpersonal skills will be essential to building trust among community members, staff, leadership, and external partners.

EDUCATION AND EXPERIENCE REQUIREMENTS

Education and Professional Background

- A university degree in business administration, commerce, finance, public administration, economic development, or a related discipline is preferred. An equivalent combination of education, training, and senior leadership experience will also be considered.
- A minimum of five years of progressive managerial or senior leadership experience is required.
- Demonstrated experience in a senior leadership role, particularly in a dynamic, growth-oriented, community-accountable, or Indigenous governance environment.

Required Experience and Capabilities

- Advanced knowledge of First Nation governance, administration, and Indigenous economic development.
- Proven success in Indigenous economic development, business development, community economic development, or related sectors, with the ability to balance economic, social, cultural, and environmental objectives
- Experience working with a Board of Directors, Chief and Council, or comparable governance structure.
- Able to distinguish between governance and operational management and to support effective decision-making at both levels.
- Senior leadership experience, including leadership, coaching, team development, succession planning, and organizational growth
- Experience leading the development, implementation, monitoring, and continuous improvement of organizational policies, procedures, and governance frameworks.
- Strong financial and business acumen, including budgeting, forecasting, capital planning, investment analysis, risk management, and corporate governance.
- Experience developing, negotiating, and managing joint ventures, partnerships, or other complex strategic relationships.

Required Experience and Capabilities

- Knowledge of natural resource development, major infrastructure, construction, or land-based economic development initiatives is considered an asset.
- Proven ability to think strategically and creatively, assess opportunities, solve complex problems, and move priorities from concept to execution.
- Strong leadership, team building, negotiation, facilitation, and stakeholder engagement skills.
- Excellent written and verbal communication skills, including the ability to prepare clear board reports, briefing materials, business cases, and funding submissions.

Leader Competencies

- Strategic Thinking
- Relationship Building
- Financial Acumen
- Negotiation & Influencing
- Community Engagement
- Business Development
- Governance Awareness
- People Leadership
- Communication & Public Speaking
- Change Leadership

Cultural Awareness

- Demonstrated cultural competency and experience working with Indigenous communities; knowledge of Gitxsan history, governance, culture, and community priorities is considered an asset.





WHY JOIN?

This is a unique opportunity to lead a growing and community-focused organization at a pivotal stage in its evolution.

The successful candidate will have the opportunity to:

- Shape the future direction of the organization
- Drive meaningful economic and community impact
- Work closely with an engaged Board and leadership team
- Advance Indigenous economic development and community prosperity
- Build lasting partnerships and sustainable opportunities for future generations

COMPENSATION

- Competitive annual salary in the range of \$180,000 to \$220,000
- Comprehensive benefits package
- Housing options may be available through GDC
- Travel support and other arrangements may be considered based on the successful candidate's circumstances

WORK ARRANGEMENT

The organization recognizes that exceptional candidates may reside outside the immediate community.

The successful candidate is expected to maintain a regular and meaningful presence within the community and participate in organizational meetings, Board meetings, community, government, industry, and partner engagement activities and community events. Flexible arrangements may be considered for the right candidate, including travel support and scheduled in-community work periods as mutually agreed upon.

RECRUITMENT PROCESS

We welcome conversations with individuals interested in learning more about this unique leadership opportunity. To explore the role in confidence, please contact a member of our Executive Search team at MNP.

We thank all applicants for their interest; however, only those selected to move forward in the process will be contacted.

To ensure a fair and consistent recruitment process, all inquiries and applications should be directed through MNP. Direct approaches to Gitxsan Development Corporation, its Board members, or staff will not be considered part of the recruitment process.

Leo McPeak, Senior Manager

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About British Columbia

British Columbia (BC), named after the Columbia River and the historic British colony, is a diverse and scenic province on Canada's west coast, bordered by the Pacific Ocean and the Rocky Mountains. It offers a high quality of life and a dynamic economy driven by technology, natural resources, tourism, and trade.

Its main urban centers are Vancouver, the largest city and economic hub, and Victoria, the provincial capital on Vancouver Island. BC is known for its multicultural population, innovative industries, and strong global connections, highlighted by the Port of Vancouver.

The province is also renowned for its natural beauty, including destinations such as Whistler, Stanley Park, the Okanagan Valley, and numerous parks. These locations offer year-round outdoor activities such as skiing, hiking, camping, and wine tourism. BC places a strong emphasis on environmental sustainability, supported by well-regarded education and healthcare systems, contributing to its reputation as one of Canada's most desirable places to live.

Economically, British Columbia has a strong and diverse job market, with key sectors including technology, construction, forestry, clean energy, and tourism. While the cost of living, particularly in the Vancouver region, is higher than in many other provinces, BC continues to attract domestic and international migrants due to its employment opportunities, multicultural communities, high quality of life, and unique balance of urban living and access to nature.



About Hazelton, BC

Discover a Different Pace of Life

Nestled in northwestern British Columbia, the Hazelton region offers an exceptional lifestyle shaped by natural beauty, community connection, and authentic experiences. Surrounded by mountains, rivers, and wilderness, residents enjoy year-round outdoor activities such as hiking, fishing, skiing, and mountain biking, while maintaining a healthy balance between work and personal wellbeing.



A Place Rich in Indigenous Culture and History

Located within the traditional territory of the Gitxsan Nation, the Hazelton region is home to one of Canada's most vibrant Indigenous cultures. Traditional knowledge, history, and cultural values remain an important part of everyday life. From renowned totem poles and Indigenous art to community celebrations, residents can connect with the stories and traditions of the Gitxsan people.

A Strong Sense of Community and Opportunity

Hazelton combines the warmth of a close-knit community with meaningful professional opportunities. Families benefit from safe neighbourhoods, access to education and healthcare, and a welcoming environment where people support one another. Continued growth through Indigenous-led development, tourism, and natural resource sectors creates opportunities for professionals seeking purpose-driven careers.



Live Where Adventure Meets Purpose

For those seeking more than just a job, Hazelton offers the opportunity to make a meaningful impact while enjoying an exceptional quality of life. It is a place where relationships matter, community prosperity is a shared goal, and the surrounding landscape inspires adventure every day. Living in Hazelton means embracing a slower pace without sacrificing opportunity.

Living in Hazelton, BC

Hazelton offers an opportunity to build a meaningful career while enjoying a lifestyle that many Canadians are searching for, but few are able to find. Nestled in the heart of Northwest British Columbia, Hazelton is surrounded by dramatic mountain landscapes, world-class fishing, hiking, wildlife, and some of the most spectacular scenery in the province. Residents enjoy a slower pace of life, a strong sense of community, and direct access to outdoor recreation that is simply part of everyday living rather than something reserved for weekends or vacations.

Beyond its natural beauty, Hazelton is a region rich in Indigenous culture, history, and community spirit. Located within the traditional territories of the Gitxsan Nation, the area is known for its vibrant cultural heritage, strong traditions, and deep connection to the land. Living and working in Hazelton provides a unique opportunity to build authentic relationships, contribute to community development, and be part of initiatives that create a lasting impact for current and future generations. For leaders seeking purpose-driven work, few communities offer the same combination of professional fulfillment and cultural significance.

Hazelton also provides an exceptional quality of life for individuals and families looking to escape the pressures of larger urban centres. Affordable housing, short commute times, excellent access to nature, and a close-knit, welcoming community create an environment where people can truly achieve work-life balance. Combined with ongoing economic development opportunities throughout the Northwest region, Hazelton offers the chance to take on a rewarding leadership role while enjoying a lifestyle defined by connection, opportunity, and adventure.

[↗ Gitxsan Development Corporation](#)

[↗ Discover New Hazelton & the Northwest Region](#)

[↗ Northern BC Real Estate & Relocation Information](#)

