

POSITION PROFILE



President and Chief Executive Officer

Northwest Territories Power Corporation

Hay River, Northwest Territories, Canada





ABOUT THE COMPANY

The **Northwest Territories Power Corporation (NTPC)** is the primary public electricity utility serving the Northwest Territories and plays a critical role in supporting the territory's economic development, community well-being, and energy security. As a crown corporation wholly owned by the Government of the Northwest Territories through NT Hydro, NTPC is responsible for generating, transmitting, and distributing electricity across one of the most geographically vast and operationally challenging jurisdictions in North America. The organization provides power to more than 43,000 residents across 27 communities and manages a diverse portfolio of hydroelectric, diesel, natural gas, solar, wind, and battery storage assets. With more than \$650 million in assets and approximately 151 MW of generating capacity, NTPC operates a geographically dispersed and operationally diverse utility system across the Northwest Territories.

NTPC's roots trace back to 1948 when the federal government established the Northwest Territories Power Commission to support the growth of northern communities and resource development. Since ownership was transferred to the Government of the Northwest Territories in 1988, the utility has evolved into a fully regulated territorial power provider, investing significantly in generation, transmission, and distribution infrastructure while adapting to the unique realities of operating in remote northern communities. The creation of NT Hydro in 2007 further strengthened the organization's mandate to pursue strategic energy development opportunities while maintaining reliable utility operations.

Today, NTPC's focus is balancing reliability, affordability, sustainability, and long-term economic growth for the North, while actively addressing aging infrastructure, integrating renewable energy technologies, developing Indigenous partnerships, reducing greenhouse gas emissions, and supporting major territorial initiatives such as mining development and future hydro expansion projects. NTPC's mandate extends beyond utility operations, it is a key enabler of community development, industrial growth, energy transition, and northern self-sufficiency, serving residents, Indigenous governments, businesses, and public-sector stakeholders across the Northwest Territories. With approximately 200 employees, NTPC combines the complexities and accountabilities of a major utility with the agility and hands-on realities of a comparatively lean organization operating across a vast geography.



**NORTHWEST
TERRITORIES**
POWER CORPORATION

POWERING A BRIGHTER TOMORROW

*Stronger
Brighter
Together*

CLEAN ENERGY
STRONGER COMMUNITIES
BRIGHTER TOMORROWS

*Powering
Life in the North*



OUR **MISSION**

To generate, transmit and distribute clean, reliable and affordable energy to the Northwest Territories.



OUR **VISION**

To enrich the lives of Northerners by providing power that encourages living, working and investing in the NWT.

OUR **VALUES**

OUR VALUES GUIDE EVERYTHING WE DO.



SAFETY

We make safety our first priority, a cornerstone in all decisions.



PEOPLE

We consider the well-being and success of every employee in all decisions.



COMMITMENT

We are determined, agile and know how to keep the lights on.



COMMUNITY

We work with and for all Northerners.

CLEAN ENERGY TODAY.
BRIGHTER POSSIBILITIES TOMORROW.

POSITION OVERVIEW

Reporting to the Board of Directors, the President and Chief Executive Officer (CEO) is responsible for providing the strategic, operational, financial, and cultural leadership required to guide the Northwest Territories Power Corporation (NTPC), Northwest Territories Hydro (NT Hydro), and their subsidiaries. The CEO will ensure the organizations effectively fulfill their commercial and public-service mandates while aligning with the strategic priorities of the Government of the Northwest Territories and the evolving needs of residents, communities, businesses, and industrial customers across the North.

The CEO will provide the leadership required to advance NTPC's mandate as the Northwest Territories' leading electricity utility while supporting the priorities of the Board of Directors and shareholder. Operating at the intersection of public policy, utility operations, infrastructure investment, and economic development, the CEO will guide the organization through a period of significant transformation as it addresses aging infrastructure, increasing energy demand, major capital investment requirements, and the transition toward a more sustainable and diversified energy future. This will require a strategic yet pragmatic leader who can establish a clear long-term direction while remaining accessible, hands-on when required, and closely connected to the operational realities of delivering critical utility services across the North.

Working within a highly regulated and publicly accountable environment, the CEO will balance the operational and commercial requirements of the Corporation with broader territorial priorities. This includes advancing strategic initiatives related to system reliability, affordability, renewable energy integration, Indigenous partnerships, economic development, and long-term energy security, while ensuring strong financial stewardship, operational excellence, and organizational performance. Preparing NTPC for future growth will be a central leadership mandate, requiring the CEO to ensure the Corporation has the people, leadership capacity, systems, infrastructure, partnerships, and financial readiness required to respond to increasing demand and emerging opportunities across the Northwest Territories.

The successful candidate will bring the judgment, political acumen, and stakeholder leadership required to navigate a complex operating environment and build trusted relationships with government, regulators, Indigenous governments, communities, customers, employees, and industry partners. Beyond delivering operational and financial results, the CEO will be expected to foster a culture of safety, accountability, innovation, and continuous improvement while positioning NTPC for long-term operational, financial, and environmental sustainability and ensuring the reliable delivery of affordable energy to communities across the Northwest Territories.

KEY RESPONSIBILITIES

Strategic Leadership

- Provide overall strategic direction and leadership for NTPC, NT Hydro and their subsidiaries, ensuring alignment with the priorities of the Board of Directors, shareholder, and Government of the Northwest Territories.
- Establish and execute long-term organizational strategies that support the Corporation's mandate, business objectives, and service commitments to residents across the Northwest Territories.
- Lead enterprise-wide risk management practices and ensure the Corporation proactively identifies and addresses emerging operational, regulatory, and strategic risks.
- Develop and implement communications and stakeholder engagement strategies that effectively inform and consult residents, Indigenous governments, communities, businesses, and other stakeholders.
- Identify and advance opportunities for NTPC to support economic development across the Northwest Territories, including working with organizations pursuing major projects, investment, and growth in the North.

Organizational and People Leadership

- Articulate and champion a clear organizational vision that is understood and embraced throughout the Corporation.
- Build a high-performing, values-driven culture focused on safety, accountability, ethics, collaboration, and results.
- Ensure the Corporation attracts, develops, and retains the talent required to meet current and future business needs.
- Lead, mentor, and support the senior leadership team while fostering employee engagement, organizational effectiveness, and leadership succession.
- Promote a workplace environment built on trust, continuous learning, and management excellence, ensuring the Corporation remains well-positioned to address future challenges and opportunities.

Operational Leadership

- Oversee all operations of NTPC, NT Hydro, and related subsidiaries to ensure the safe, reliable, and efficient delivery of energy services across the Northwest Territories.

- Foster a culture of continuous improvement, operational excellence, safety, customer service, and performance accountability throughout the organization.
- Ensure the Corporation has the systems, processes, resources, and organizational capacity necessary to successfully achieve its objectives.
- Monitor customer satisfaction and operational performance, establishing improvement targets and reporting progress to the Board.

Financial Leadership

- Ensure the prudent stewardship of corporate resources and demonstrate accountability for achieving financial and operational results.
- Balance shareholder expectations, regulatory requirements, and public-service obligations while ensuring the long-term financial sustainability of the Corporation.
- Oversee enterprise-wide resource allocation, investment decisions, and risk management practices to support strategic priorities.
- Ensure organizational performance and capital investment decisions deliver measurable value for customers, stakeholders, and residents of the Northwest Territories.

Government Relations (Federal, Territorial and Regulatory)

- Build and maintain effective relationships with Ministers, Deputy Ministers, government agencies, regulators, and elected officials.
- Support the Minister's accountability to the Legislative Assembly through the provision of briefings, reports, committee materials, and strategic advice.
- Participate in Cabinet, Financial Management Board, Deputy Minister Committee, and other government forums as required.
- Ensure NTPC operates in alignment with territorial legislation, government policy direction, and regulatory expectations while advancing the public interest.

Working with Industry and External Stakeholders

- Represent the Corporation with Indigenous governments, community leaders, industry partners, businesses, and external stakeholders.
- Develop and maintain productive relationships that support economic development, infrastructure investment, and energy initiatives across the Northwest Territories.

- Lead stakeholder engagement activities that build trust, strengthen collaboration, and enhance the Corporation's reputation.
- Act as a senior ambassador for the organization, promoting NTPC's role in supporting communities, economic growth, and energy security.

Governance and Board Relations

- Serve as the primary link between management, the Board of Directors, and the shareholder, ensuring effective governance and organizational accountability.
- Provide strategic advice and policy recommendations to the Board that reflect corporate priorities, government objectives, and broader territorial considerations.
- Support the Chair and Board of Directors by ensuring resources are effectively managed and organizational results align with approved priorities, legislation, and public expectations.
- Exercise the authorities and responsibilities delegated through the *Northwest Territories Power Corporation Act* and *Northwest Territories Hydro Corporation Act*, while ensuring compliance with all applicable legislation, regulations, and governance frameworks.



IDEAL CANDIDATE ATTRIBUTES

The ideal candidate is an accomplished executive with a proven track record of leading complex, capital-intensive organizations operating within highly regulated environments. Experience within the utility, energy, infrastructure, transportation, natural resources, or other essential services sectors would be highly valued.

Candidates will bring demonstrated success leading large operational businesses, overseeing significant capital programs, driving organizational performance, and balancing commercial objectives with broader stakeholder and public-interest considerations.

Experience reporting to and working collaboratively with Boards of Directors is essential, as is the ability to lead organizations through periods of transformation, growth, and change. The preferred candidate will bring a strategic yet pragmatic approach, combining enterprise-level thinking with the willingness to remain close to operations, employees, communities and critical issues when circumstances require.

The successful candidate will possess strong political and business acumen, with experience working alongside governments, regulators, public-sector agencies, Indigenous organizations, and other complex stakeholder groups. Exposure to crown corporations, regulated utilities, government-owned enterprises, regulatory bodies, or similarly governed organizations will be considered a significant asset. Above all, the preferred candidate will be an inclusive and strategic leader who builds trust, inspires high-performing teams, and navigates competing priorities with confidence and sound judgment.

They will combine long-term strategic thinking with operational discipline and bring the credibility, resilience, and leadership presence required to guide a critical public utility through its next phase of growth, modernization, and service excellence.

They will be an accessible and grounded leader who listens before acting, respects the expertise and institutional knowledge within NTPC, develops people and leaders, establishes clear accountability, and brings the curiosity and adaptability required to succeed in the unique northern operating environment.

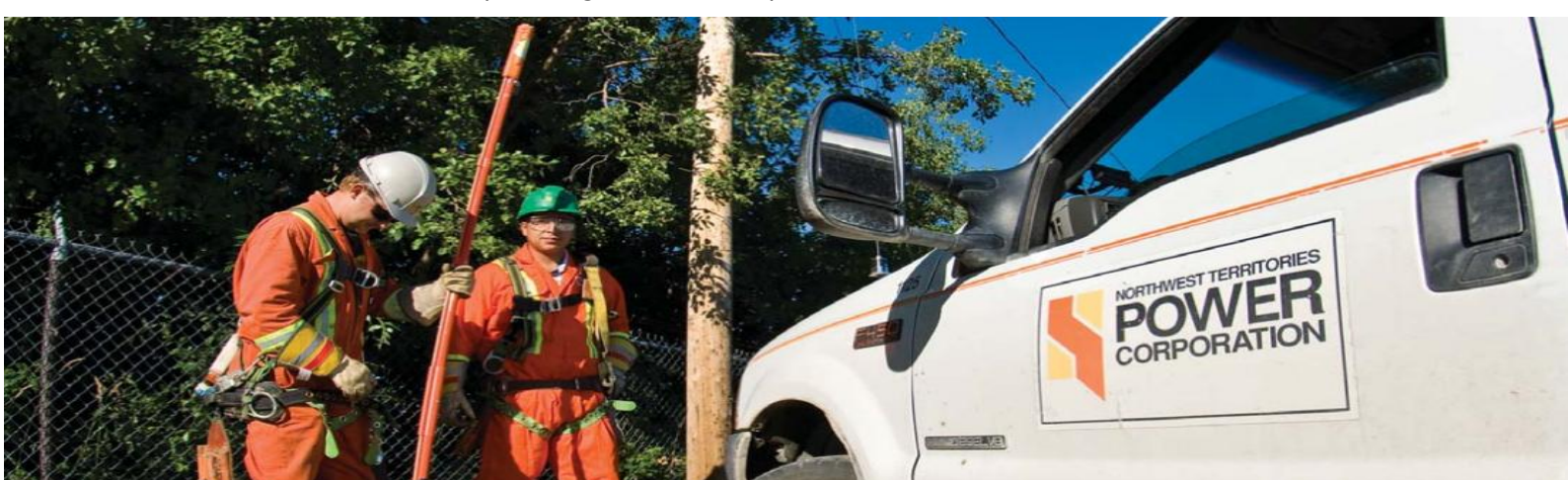
EDUCATION AND EXPERIENCE REQUIREMENTS

Education and Professional Background

- Bachelor's degree in engineering, commerce or other related discipline.
- Significant senior leadership experience within the utility sector or a similarly complex, capital-intensive, highly regulated environment.
- Experience leading organizations with significant operational, infrastructure, stakeholder, and public accountability requirements will be highly valued.
- Minimum of eight years of direct management experience, in a unionized work environment.
- Previous experience providing advice to and receiving direction from a Board of Directors.

Required Experience and Capabilities

- Must possess excellent interpersonal and communication skills to develop effective relationships with stakeholders and provide effective leadership to the Corporations.
- Have detailed experience in leading the development of and utilization of sound human resource strategies to support strong organizational performance, including effective management/union relations.
- Demonstrated leadership experience in areas such as change management, establishing strong organizational plans and collaboration with Government.
- Must have a demonstrated ability to manage and provide strategic advice within a complex legislative and political environment.



WORK ARRANGEMENT

The role is based at NTPC's head office in Hay River and requires a visible leadership presence within the organization and community. Regular travel to Yellowknife and NTPC's regional plants, offices, and communities throughout the Northwest Territories is required. This may include travel by small aircraft and extended stays due to weather or operational requirements. The demands of the role may also require work outside normal office hours.

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.

To apply, please submit a résumé and cover letter in confidence through MNP's online application portal or directly to the contacts below. All inquiries and applications will be managed through MNP to ensure a fair, confidential, and consistent recruitment process.

The Northwest Territories Power Corporation is committed to building a representative workforce and values the contributions of Indigenous peoples. Qualified Indigenous candidates are encouraged to self-identify during the application process and may be eligible for consideration under NTPC's Indigenous Employment Policy.

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

Leo McPeak, Senior Manager Email: leo.mcpeak@mnp.ca

Kam Ketler, Senior Consultant Email: kam.ketler@mnp.ca



Living in Hay River and the North

Relocating to Hay River offers a unique opportunity to enjoy a close-knit northern lifestyle surrounded by some of Canada's most spectacular natural beauty. Situated on the south shore of Great Slave Lake, Hay River is known as the "Hub of the North" because of its historic role as a transportation and commercial gateway to northern communities. Today, Hay River continues to play an important role as a regional service, transportation and economic centre for the South Slave and broader Northwest Territories. The community is home to the territory's only rail connection and one of Canada's largest inland ports, reinforcing its longstanding role in connecting people, communities and economic activity across the North

Residents are drawn to its strong sense of community, shorter commute times, access to outdoor recreation, and family-friendly atmosphere. Whether it's boating on Great Slave Lake, fishing, hiking, snowmobiling, or watching the northern lights, the community offers year-round outdoor experiences that are difficult to match elsewhere in Canada. Hay River is also home to the Northwest Territories Power Corporation's head office, making it an important business and administrative centre within the territory.

Residents benefit from a welcoming community atmosphere combined with access to local businesses, cultural events, recreational amenities, and an active waterfront that contributes to the town's distinct character. The community's recreational facilities include an arena, curling rink, indoor walking track and swimming pool, alongside parks, green spaces and outdoor recreation opportunities. The surrounding area offers exceptional opportunities to explore nearby parks, waterfalls, beaches, and wilderness areas, while Indigenous traditions and local history remain an important part of community life. Alexandra Falls and Louise Falls are among several natural attractions accessible from the community, while Great Slave Lake and the Hay River provide a remarkable setting for life in every season.

Living in Hay River also means becoming part of the broader story of the North. As communities and organizations across the Northwest Territories look toward future economic development and investment, Hay River is itself planning for the future, with initiatives focused on increasing housing supply, improving affordability and supporting community and economic development. For an executive considering a move north, this creates an opportunity not simply to relocate, but to become part of a region where leadership, infrastructure and economic development can have a highly visible impact.

Hay River's role as the headquarters of the Northwest Territories Power Corporation places senior leaders at the centre of decisions that support communities across the territory. Executives have the opportunity to work closely with Indigenous governments and organizations, territorial and municipal partners, employees, and key stakeholders in advancing critical infrastructure and service delivery priorities. For leaders, this presents a unique opportunity to make a meaningful contribution to northern communities while helping shape the long-term future of the Northwest Territories. For NTPC's next leader, the opportunity extends beyond a career move. It is an opportunity to build a life in the North, become part of the community, experience one of Canada's most distinctive regions, and make a visible and lasting contribution to its future.

For more information on Hay River, please click [here](#).

