



Chief Financial 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

The ideal candidate is an accomplished executive with a proven track record leading finance, treasury, risk management, regulatory affairs, and capital planning functions within large, complex, and highly regulated organizations. Experience within the utility, energy, infrastructure, natural resources, transportation, or broader public-sector sectors will be highly valued. They will bring deep expertise in long-term financial planning, capital allocation, enterprise risk management, and organizational performance, alongside a demonstrated ability to support critical investment decisions where commercial outcomes, public accountability, and long-term sustainability must be carefully balanced.

The successful candidate will possess the strategic perspective and business judgment required to help guide NTPC through a period of infrastructure renewal, energy transition, and economic development across the Northwest Territories. As a trusted advisor to the CEO, Board of Directors, and the Audit & Risk Committee, they will bring the credibility to navigate complex relationships with government, regulators, Indigenous governments, lenders, and other key stakeholders.

They will be equally comfortable evaluating major capital projects, supporting regulatory and rate-setting processes, identifying new business opportunities, and helping shape the Corporation's long-term strategic direction. As a leader, the preferred candidate will build strong teams, develop future leaders, and create an environment characterized by accountability, safety, collaboration, and continuous improvement.

With exceptional communication skills and executive presence, they will confidently represent NTPC in boardrooms, government forums, regulatory proceedings, and stakeholder engagements. Above all, they will be motivated by the opportunity to contribute to a purpose-driven organization whose success directly supports the energy security, economic prosperity, and long-term sustainability of communities across the Northwest Territories.

KEY RESPONSIBILITIES

Strategic Leadership

- Lead the development and execution of NTPC's long-term financial strategy, ensuring alignment with shareholder priorities, regulatory requirements, and corporate objectives.
- Partner with the CEO, Board, and Senior Leadership Team to advance NTPC's four strategic pillars: Reliability, Environmental Sustainability, Economic Sustainability, and Innovation.
- Drive enterprise performance measurement, strategic planning, and capital investment decisions that support affordability, reliability, and long-term financial sustainability.
- Evaluate new business opportunities, major infrastructure investments, and growth initiatives that expand NTPC's customer base and support northern economic development.
- Lead and support a multidisciplinary leadership team responsible for accounting, financial planning and analysis, risk management, internal audit, treasury, and capital portfolio planning.

People & Culture Leadership

- Champion a safety-first, values-driven culture that reflects NTPC's commitment to Safety, People, Commitment, and Community while ensuring employees remain engaged, accountable, and connected to the Corporation's mission and strategic priorities.
- Build, mentor, and develop high-performing finance, risk, and capital planning teams by establishing clear expectations, strengthening leadership capability, supporting succession planning, and fostering a culture of continuous improvement and professional growth.
- Partner with senior leadership to align organizational structure, workforce planning, performance management, and business objectives, ensuring the Corporation has the talent and capabilities required to execute its strategic plan and support future growth.
- Foster collaborative employee and labour relations by supporting collective agreement administration, talent acquisition, leadership development, employee engagement, and effective communication across the organization while maintaining a strong internal control and accountability framework.

Operational Leadership

- Provide executive oversight for Finance, Treasury, Risk Management, Internal Audit, Regulatory Affairs, and Capital Planning functions.
- Lead the annual budgeting process and establish strong financial controls, reporting frameworks, and performance monitoring systems across the Corporation.
- Direct the Capital Planning and Governance process, ensuring investment decisions support the renewal of aging infrastructure and long-term system reliability.
- Champion continuous improvement initiatives that enhance efficiency, reduce controllable costs, strengthen internal controls, and improve organizational performance.

Stakeholder Relations

- Serve as a key liaison with the Government of the Northwest Territories, regulators, financial institutions, Indigenous organizations, customers, and external partners.
- Represent NTPC in regulatory hearings, government committees, community engagements, and public forums involving financial, strategic, and operational matters.
- Build trusted relationships that support strategic initiatives, including infrastructure investment, renewable energy integration, and Indigenous partnerships.
- Develop and maintain strong relationships with banks, lending institutions, insurers, rating agencies, and other financial stakeholders to support NTPC's financing, treasury, and risk management objectives.
- Communicate complex financial and business issues clearly to diverse stakeholder groups while balancing public interest, affordability, and corporate sustainability.

Governance

- Act as the principal financial advisor to the Board of Directors and Audit & Risk Committee on financial performance, enterprise risk, capital investments, and regulatory matters.
- Ensure strong governance practices, regulatory compliance, and adherence to corporate policies, legislation, and financial controls.
- Oversee enterprise risk management and provide independent reporting on financial, liability, and governance risks facing the Corporation, transparent decision-making and accountability to the Board, shareholder, and executive leadership team.



IDEAL CANDIDATE ATTRIBUTES

The ideal candidate is an accomplished executive with a proven record of leading finance, risk, capital planning, and regulatory functions within large, complex, and highly regulated organizations. Experience gained within the utility, energy, infrastructure, natural resources, transportation, or broader public-sector sectors will be highly valued. At their core, they are a strategic business leader who brings deep expertise in capital allocation, treasury, enterprise risk management, and long-term planning, coupled with the ability to make sound decisions where commercial outcomes, public accountability, government priorities, and long-term sustainability intersect.

Success in this role will require a leader capable of helping shape NTPC's future as it navigates infrastructure renewal, energy transition, and economic development opportunities across the Northwest Territories. Trusted by Boards, executive teams, regulators, and government stakeholders alike, this individual will bring the judgment and credibility necessary to influence complex decisions and build alignment among diverse interests.

Whether assessing major capital investments, guiding rate and regulatory matters, or evaluating strategic growth opportunities, they will consistently balance financial discipline with the Corporation's mandate to deliver reliable and affordable power.

Equally important is the ability to inspire people and strengthen organizational capability. The preferred candidate will cultivate a culture defined by accountability, safety, continuous improvement, and high performance while developing future leaders and fostering collaboration across the enterprise.

Comfort in the boardroom, before regulators, and in discussions with Indigenous governments, financial institutions, and community stakeholders, is also a regular skill set that will be on display, as this role serves as a visible and respected ambassador for the Corporation. More than a finance executive, this leader will be motivated by the opportunity to help shape the future of one of Canada's most important northern utilities and contribute to the long-term prosperity and sustainability of the communities it serves.

EDUCATION AND EXPERIENCE REQUIREMENTS

Education and Professional Background

- CPA designation, MBA, or other relevant postgraduate degree.
- Minimum of 10 years of progressive financial leadership experience.
- Extensive management and supervisory experience, preferably within a utility or similarly complex operating environment.
- Demonstrated experience leading financial management functions, including planning, reporting, analysis, and performance oversight.
- Experience working effectively with executive leadership teams, regional leaders, and diverse stakeholder groups.

Required Experience and Capabilities

- Strong understanding of financial management and its application within a utility or regulated business environment.
- Demonstrated ability to lead, develop, and motivate teams while fostering collaboration and achieving organizational objectives.
- Exceptional interpersonal, communication, presentation, and negotiation skills, with the ability to build consensus and influence outcomes.
- Proven ability to represent an organization in public forums, regulatory proceedings, and discussions involving government, corporate, and community stakeholders.
- Sound judgment and the ability to navigate complex political, legal, safety, and environmental considerations.
- Strong analytical, investigative, and problem-solving capabilities, with a high degree of attention to detail.



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. Travel to Yellowknife, regional plants, offices and communities throughout the Northwest Territories will be required.

The position requires visits to regional and area plant and office locations, which may involve travel in small aircraft and the possibility of extended travel due to weather conditions. Work pressures and demands often require work outside of normal office hours. In this role, you must maintain the confidentiality of all Corporation information that comes to the incumbent's attention as a result of their employment with the Northwest Territories Power Corporation.

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

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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](#).

