Nisga'a Ts'amiks Vancouver Society

MNP EXECUTIVE SEARCH & PROFESSIONAL RECRUITMENT

Chief Executive Officer

Organization:	Nisga'a Ts'amiks Vancouver Society ("NTVS")
Reports To:	Board of Directors
Location:	Hybrid – Vancouver office
Salary:	$100,000 - $140,000

ABOUT NISGA'A TS'AMIKS VANCOUVER SOCIETY

Nisga'a Ts'amiks Vancouver Society (NTVS) is a not-for-profit organization that delivers programs and services on behalf of Nisga'a Lisims Government to approximately 2,000 Nisga'a citizens living in Vancouver and on Vancouver Island. Incorporated in 2000, the Society works to enhance the social, economic, physical, cultural, and spiritual well-being of Nisga'a citizens in the region. NTVS delivers programs and services across education, youth, Elders, language, culture, health, economic development, and community protective services.

NTVS provides an important link between Nisga'a citizens living away from their home communities and the broader Nisga'a Nation, maintaining relationships with Nisga'a Lisims Government, other Nisga'a locals, and Village Governments. The Society's vision is to nurture a vibrant and prosperous community that is an integral part of a unified Nisga'a Nation. Through community-driven programs, wellness initiatives, cultural activities, educational recognition, and family-focused experiences, NTVS creates opportunities for belonging, participation, and growth, guided by the values of community, respect, integrity, accountability, inclusiveness, culture, wellness, and service. For a more detailed overview of NTVS, including its history, mandate, programs, and services, please visit the Society's official overview page official overview page.

POSITION OVERVIEW

The Chief Executive Officer is NTVS's senior management leader and is accountable to the Board of Directors for the Society's overall leadership, management, and performance. The CEO provides strategic, operational, financial, and people leadership, ensuring that programs, services, and resources align with the Board's direction.

A key priority for the incoming CEO will be to lead organizational transformation that strengthens service to Nisga'a citizens and creates a positive path forward for the Society. This includes rebuilding citizens' trust, strengthening accountability and organizational effectiveness, and fostering a healthy, respectful, and supportive workplace where employees can contribute and succeed. Through a visible presence among Nisga'a citizens,

community members, and Elders, the CEO will ensure community perspectives and cultural connections inform the Society's direction and decisions.

The CEO will advance economic and community development opportunities while strengthening relationships with the Board, community partners, and the Nisga'a economic development corporation. Success requires strong governance and business acumen and a genuine commitment to cultural connection, community engagement, and service to Nisga'a citizens.

KEY RESPONSIBILITIES

Strategic Leadership and Organizational Transformation

- Work collaboratively with the Board to establish the Society's strategic direction and translate it into long-term goals, annual plans, measurable objectives, and effective programs and services.
- Lead organizational transformation and rebuilding initiatives that strengthen accountability, operational effectiveness, and long-term sustainability. Rebuild trust among staff and citizens through transparent communication, attentive listening, and consistent follow-through.
- Identify and assess emerging organizational risks, challenges, and opportunities and provide clear recommendations to the Board.
- Promote a culture characterized by integrity, transparency, accountability, collaboration, and service.
- Oversee the planning, implementation, execution, and evaluation of special projects and organizational initiatives.

Community, Culture and Relationships

- Build trusted relationships with Nisga'a citizens, Elders, community members, staff, and key partners through a visible presence, direct engagement, and active participation in cultural and community events.
- Promote meaningful community engagement and participation in NTVS programs, services, and initiatives.
- Ensure organizational leadership and decision-making remain focused on the social, economic, physical, cultural, and spiritual well-being of Nisga'a citizens.

Programs and Service Delivery

- Oversee the planning, implementation, and evaluation of programs and services delivered by the Society.
- Ensure existing and new programs contribute to the Society's purpose and remain aligned with Board priorities.
- Establish appropriate measures for monitoring program effectiveness, service quality, and community impact.
- Promote responsive, client-focused service delivery and continuous improvement across the organization.

Financial, Grant and Funding Management

- Develop and prepare a comprehensive annual budget for approval by the Board and administer the Society's resources in accordance with approved budgets.
- Monitor cash flow, financial performance, budget variances, forecasts, and organizational financial risks.
- Ensure sound bookkeeping, accounting, internal control, financial reporting, and audit processes.
- Strengthen grant and funding management, including opportunity identification, proposal development, administration, reporting, compliance, and accountability for deliverables and timelines.
- Assess grant-management capacity and determine whether dedicated resources are required to support this function effectively.
- Oversee fundraising plans and grant proposals that support the Society's programs, services, and strategic priorities.

People, Culture and Organizational Leadership

- Recruit, orient, develop, and motivate knowledgeable, professional, and service-oriented staff while building internal organizational capacity.
- Build a respectful, supportive, inclusive, and psychologically safe workplace culture grounded in clear expectations, accountability, open communication, and trust.
- Provide effective leadership across employee relations, performance management, workplace conflict, and other complex people matters, ensuring concerns are addressed promptly, fairly, consistently, and in accordance with organizational policies and applicable requirements.
- Ensure effective workplace health and safety practices, policies, and processes are established and maintained, including appropriate attention to psychological health and safety and regulatory requirements.
- Lead an effective performance management process that includes regular feedback, performance monitoring, annual reviews, and professional development.
- Model the integrity, ethical conduct, and accountability expected throughout the Society.

Governance and Board Relations

- Maintain a strong, transparent, and respectful working relationship with the Board of Directors.
- Keep the Board appropriately informed about operations, programs, finances, risks, opportunities, and performance through timely, clear, and decision-ready reports and recommendations.
- Advise the Board on policies and organizational matters that support the Society's mandate while maintaining clear distinctions between governance and operations.
- Identify and communicate significant internal and external issues affecting the organization.

Risk, Compliance and Organizational Development

- Identify and manage organizational, operational, financial, people, and reputational risks, ensuring that appropriate policies, controls, and reporting mechanisms are established and followed.
- Lead organizational development and continuous improvement, supporting crisis management, conflict resolution, and mediation when required.

SKILLS AND EXPERIENCE

- Minimum five years of senior-level management experience, preferably within a First Nations, Indigenous, not-for-profit, or community-based environment.
- University degree in business administration, economic development, not-for-profit management, or a related discipline; an equivalent combination of education, leadership experience, and community-based experience will be considered.
- High-integrity, ethical leader with demonstrated experience leading organizational transformation, rebuilding trust, strengthening accountability, and managing change.
- Strong strategic planning, critical thinking, decision-making, project management, and risk management capabilities, with the ability to identify organizational challenges and opportunities.
- Demonstrated experience working effectively with a Board of Directors, including governance, strategic planning, policy development, reporting, and supporting informed decision-making.
- Strong understanding of Indigenous communities, cultures, governance, and community-based organizations, with the ability to build trusted relationships with citizens, Elders, community members, governments, funders, and external partners.
- Cultural humility and a willingness to learn from Nisga'a citizens and Elders about the traditions, ceremonies, and cultural expectations that guide community life.
- Experience in economic development, partnership development, grant writing, funding applications, administration, compliance, and reporting, with the ability to identify and advance opportunities that support community and organizational priorities.
- Strong financial and operational management experience, including budgeting, forecasting, financial reporting, audit processes, organizational development, and continuous improvement.
- Experience overseeing human resources and people leadership, including employee relations, performance management, workplace health and safety, staff development, and organizational culture; HR certification or related training is considered an asset.
- Exceptional communication, interpersonal, and relationship-building skills, with a visible, community-focused leadership style and a genuine commitment to engaging directly with citizens and participating in community and cultural activities.
- Proficiency with Microsoft Office, including Word, Excel, and Outlook, as well as general computer and internet applications.

Additional Requirements

- Valid British Columbia driver's licence with a clean driver's abstract and access to a personal vehicle.
- Ability and willingness to travel as required and to work outside regular business hours, including occasional evenings and weekends for community and cultural events.
- Criminal record check and professional references are required upon request.

WORKING ENVIRONMENT AND APPLICATION INFORMATION

This position will appeal to a senior leader who values variety, community connection, and the opportunity to create meaningful impact. Working closely with the Board, Nisga'a citizens, Elders, staff, and external partners, the CEO will balance strategic leadership with hands-on operational and community engagement. The role spans governance support, organizational transformation, financial and grant oversight, staff leadership, partnership development, and direct engagement with citizens.

This is a permanent, full-time, hybrid position based at 100-525 West 10th Avenue, Vancouver. Regular office hours are generally Monday to Friday from 9:00 a.m. to 5:00 p.m., with occasional evening or weekend work and travel required. The CEO is expected to participate in community and cultural events and maintain strong relationships with citizens, Elders, the Nisga'a economic development corporation, and other partners.

Please submit your application through MNP's official application process online. To ensure a fair and consistent search process, candidates are asked not to contact Nisga'a Ts'amiks Vancouver Society or its staff directly regarding this opportunity. Individuals wishing to learn more about the position are encouraged to contact Kam Ketler at Kam.Ketler@mnp.ca. We thank all applicants for their interest; however, only those selected to move forward will be contacted.

In accordance with Section 41 of the British Columbia Human Rights Code, preference will be given to qualified Nisga'a citizens and other Indigenous candidates. However, all qualified candidates with the required leadership experience and community orientation are encouraged to apply.