



TNDC

OPPORTUNITY PROFILE

Vice President of Human Resources

About Tahltan Nation Development Corporation

Tahltan Nation Development Corporation (TNDC) is the business arm of the Tahltan Nation. TNDC pursues sustainable and responsible business and economic development opportunities in the region that lead to employment, training and business opportunities for Tahltan members.

TNDC provides heavy construction, earthworks, camp services, air support, aviation, energy, forestry, transportation and fibre optic communications services. TNDC serves the resource exploration, mine development and mining, building construction, forestry, hydroelectric power, civil, infrastructure and public works sectors. TNDC is also the contract airport at the Dease Lake Airport, responsible for inspections, maintenance and operations.

TNDC was established in 1985 to enable the Tahltan Nation to fully participate in the economic activities and development occurring within Tahltan Territory and to provide employment, training, and contracting opportunities to Tahltan members.

Together with its partners, and backed by a trained and experienced local workforce, TNDC is able to support all aspects of resource and industrial development projects occurring in Tahltan territory.

Since its inception in 1985, TNDC has established a reputation as an experienced, qualified, reliable and competitive corporation focussed on safety, quality and integrity through its work on hundreds of resource and industrial projects.

Today, TNDC is one of the largest employers in Northwest British Columbia and in the top 5% of all British Columbia-based companies. In 2021, TNDC was rated the biggest First Nations business in B.C., ranked by total number of employees, in Business in Vancouver's annual listing.

Learn more at www.tndc.ca

The Opportunity

The Vice President of Human Resources (HR) at TNDC provides strategic, culturally sensitive leadership and reports directly to the CEO. This executive role is crucial for aligning HR strategies with TNDC's mission, driving organizational effectiveness, and supporting sustainable growth and Indigenous empowerment. The VP of HR oversees HR functions and People & Culture strategies, with a strong focus on community engagement, leadership development, and effective workforce management in the heavy civil construction and mining industries.

Location: Remote, Travel Required

Key Roles & Responsibilities

Supervisory Responsibilities

- Recruits, mentors, and leads an HR team that supports TNDC's strategic initiatives, including project-based recruitment, Indigenous cultural integration, and talent development.
- Ensures efficient daily operations within the HR department, addressing specific project demands and maintaining responsiveness to organizational needs.

- Provides timely and constructive performance evaluations incorporating TNDC's core values and cultural orientation.
- Manages employee relations, disciplinary actions, and terminations with sensitivity to Tahltan values and in alignment with TNDC's policies.

Duties/Responsibilities

- Strategic Partnership: Works closely with the CEO and executive leadership to shape and implement HR strategies that support TNDC's mission, fostering a productive and culturally respectful work environment.
- Organizational Effectiveness: Develops and monitors strategic HR metrics to assess TNDC's organizational effectiveness, using data-driven approaches to support continuous improvement in performance, engagement, and growth.
- People & Culture Leadership: Leads initiatives to embed TNDC's mission, vision, and values into all HR processes, reinforcing Tahltan cultural values and supporting community-based workforce integration.
- Talent Management: Oversees the full cycle of recruitment, onboarding, performance management, and employee development, ensuring that TNDC remains competitive in talent acquisition and retention.
- Leadership Development: Implements a structured leadership development model that aligns with TNDC's goals, focusing on skills growth in roles critical to heavy civil construction and mining.
- Organizational Development & Change Management: Champions organizational development and change management initiatives that foster a high-performance culture, encourage adaptability, and drive continuous improvement.
- Compliance & Safety: Ensures compliance with employment laws and TNDC-specific regulations, including safety and environmental standards crucial to the heavy civil sector.
- Budget Management: Manages the HR department budget, aligning resource allocation with TNDC's financial and project-specific objectives.
- Professional Development: Engages in industry-relevant networking and professional development to bring best practices to TNDC and enhance Indigenous community engagement strategies.
- Confidentiality & Ethics: Upholds the highest standards of confidentiality and ethics in all HR matters.
- Performs additional duties as required to support TNDC's operational and strategic goals.

The Person

Qualifications & Education Requirements

The ideal candidate for this role will hold a Bachelor's degree in Human Resources, Business Administration, or a related field, with a Master's degree preferred. They should have extensive experience leading all facets of HR, including but not limited to employer branding, talent acquisition, leadership development and organizational effectiveness. The candidate will have at least five years of experience at an executive or senior leadership level, ideally within high-growth industries such as heavy civil construction or mining. A Chartered Professional in Human

Resources (CPHR) designation is strongly preferred, and experience working with Indigenous partnerships is highly valued. Proficiency in HR information systems and the Microsoft Office Suite is essential for the effective execution of responsibilities.

Familiarity with Indigenous cultural sensitivity, including culturally respectful conflict resolution and employee engagement practices, is crucial. Additionally, the candidate should have well-developed supervisory skills and a solid understanding of employment law, particularly as it applies to the heavy civil and mining sectors.

Knowledge, Skills & Attributes

Visionary – Ability to formulate and articulate a detailed HR vision for the organization and communicate this vision and expectations.

Strategic Leadership – Ability to look at the big picture while still attending to details; proven success in strategic thinking and planning; ability to translate operational priorities into action and lead change; ability to coach direct reports; a credible leader; leads by example.

Adaptability – Ability to adjust to a changing environment, schedules, and priorities accordingly.

Communication Skills – Open and straightforward style with all audiences and an ability to effectively communicate with all stakeholders; candid and respectful with everyone. Possesses strong written and verbal communication skills and presentation abilities.

Team Player/Teamwork – Demonstrated success leading a team, talks openly with others, establishes expectations, holds self and others accountable, supports group decisions, shares credit, builds enthusiasm for goals, and resolves conflict appropriately; collaborative.

Problem Solving & Judgment – Ability to assess options and implications to identify problems and solutions. Ability to make decisions and provide direction on complex and emerging issues that may have political, community, or administrative implications.

Impact and Influence – Ability to establish credibility, respect, and build strong working relationships with employees, and external stakeholders. Works in a collaborative and solutions-focused manner to achieve outcomes that align best with the needs of the organization.

CULTURAL COMPETENCIES

To effectively lead TNDC, the Vice President of Human Resources must possess cultural competencies that foster trust, respect, and collaboration with the Tahltan Nation:

Understanding of Indigenous Values and Protocols - Knowledge of Tahltan cultural practices, values, and protocols, ensuring project operations align with indigenous perspectives on land stewardship and community well-being.

Relationship-Building and Community Engagement - Ability to build strong, trusting relationships with Tahltan community members, leaders, and other indigenous partners, ensuring transparent communication and alignment with community priorities.

Cultural Sensitivity and Respect - Demonstrates respect for diverse cultural perspectives, promoting inclusive communication, and actively integrating Tahltan cultural insights into project planning and operations.

Empowerment and Capacity-Building - Focus on creating opportunities for Tahltan community members through training, workforce development, and mentorship, supporting long-term economic self-sufficiency.

Environmental and Social Responsibility - Uphold TNDC's commitment to environmental sustainability and community well-being, ensuring responsible project practices that benefit both the land and the people.

Compensation

A competitive compensation package, including an attractive base salary and excellent benefits, will be provided. Further details will be discussed in a personal interview.

Express Your Enthusiasm

Leaders International values diversity, equity, and inclusion in all aspects of our operations. We invite candidates to contact us directly with any accommodation requests.

To apply, please email a cover letter and resume (PDF or Word document only) to **Ardyce Kouri, Wendy Romanko, or Deepthi Koshy** at edmonton@leadersinternational.com, indicating the job title in the email's subject line.

Leaders International Executive Search

www.leadersinternational.com