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OPPORTUNITY PROFILE **CHIEF OPERATIONS OFFICER**

LOCATION : BARRIERE, BC



the right people

SIMPCW RESOURCES GROUP | CHIEF OPERATIONS OFFICER

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THE ORGANIZATION

SIMPCW RESOURCES LLP

Simpcw Resources Group (SRG) is the economic development corporation of Simpcw First Nation, established to generate sustainable economic growth, employment opportunities, and long-term prosperity for the Nation and its members. Operating across diverse sectors such as forestry, civil construction, commercial development, and environmental services. The organization plays a critical role in strengthening the Nation's economic sovereignty, while ensuring that development aligns with Simpcw values, cultural stewardship, and environmental responsibility.

Guided by a strong commitment to Indigenous leadership and collaboration, SRG is a trusted partner in major regional projects and continues to build capacity through skills training, local employment, and meaningful partnerships with industry and government. As it evolves, SRG remains focused on creating opportunities that reflect the aspirations of Simpcw members, prioritizing transparency, accountability, and long-term sustainability. Through its work, Simpcw Resources Group is not only advancing economic development but also reinforcing the self-determination and resilience of Simpcw First Nation.

To learn more, please visit Simpcw Resources Group's [website](#).

THE OPPORTUNITY

CHIEF OPERATIONS OFFICER

SRG is seeking a highly qualified, dependable, and enthusiastic Chief Operations Officer (“COO”) to join the Executive team. Reporting to the CEO, the COO will collaborate closely with the executive team and set and achieve operational goals and lead by example. The successful candidate will lead a team of experienced managers and foster a culture of collaboration, integrity and accountability within the organization, to meet SRG’s strategic goals and objectives.



Key Functions and Responsibilities:

- Hold in the highest regard the culture of the Simpcw people and strive to develop a meaningful relationship with the community;
- Collaborate with executive team in interpreting and driving organizational vision, mission, and values through operations strategy;
- Develop and implement operational plans to achieve strategic goals and objectives of the organization;
- With the executive team, lead development and oversight of division budgets, ensuring costs efficiency, adherence to plans, and alignment to strategic and financial objectives of SRG;
- Develop and implement operational strategies that drive greater effectiveness, efficiency, and productivity, guided by ethical principals and community-focused approach;
- Ensure divisional readiness to identify and mitigate critical risks through flexible processes and to leverage emerging opportunities, alerting the executive team and recommending strategic action that may impact achievement of enterprise-wide results;
- Translate strategy into realistic actionable steps for growth;
- Implement organization-wide goal setting, performance management, and annual operations planning;



- Lead and manage a select team of experienced division managers, while providing coaching and guidance, using and adhering to respectful workplace policies;
- Ensure that all operations are conducted respectfully and responsibly and that all decisions and actions comply with relevant legislation, policies, and procedures;
- Oversee company operations and employee productivity, building a highly inclusive culture that ensures team members can thrive and that organizational goals are met;
- Establish and maintain policies, procedures, and workflows to ensure compliance with legal regulations and ethical standards;
- Analyze internal operations and identify areas for process enhancement;
- Implement business strategies and plans that align with the short- and long-term objectives developed in tandem with the executive team;
- Develop and maintain trusted and mutually rewarding relationships with key customers, clients, partners, and stakeholders;
- Foster a culture of collaboration, cooperation, communication, and teamwork within and across all departments with the intent of optimizing opportunities for innovation, efficiencies, and program improvements;
- Attend Board and Committee meetings as required;
- Travel across the Simpcw territory, managing and seeking the business opportunities forged and indicated by SRG strategic planning.



Ideal Qualifications and Experience

- A degree or Masters in engineering, science, or business. An equivalent combination of post-secondary education and proven experience may also be considered for the right candidate;
- A seasoned professional with a minimum of ten+ years in a senior operations and leadership role (VP/ COO/ Senior Management) who has previously held positions in First Nation Corporations and/or complex multi-divisional environments;
- Experience working with an indigenous business is considered an asset;
- Possessing a high level of integrity, and morality, strong interpersonal skills, the ability to build consensus within a high-performance team, and put a strong emphasis on responsibility and accountability;
- An advanced analytical mindset coupled with demonstrated operational skills;
- An extensive understanding and high level of financial acumen;
- Lead through building trust and inspiring people to be bold. Exemplify and demonstrate all the interpersonal strengths, values, and leadership traits that all exceptional teams emulate and internalize including, honesty, integrity, respect, empathy, authenticity, humility, emotional stability, intellectual prowess, Elder-like wisdom, and ethical/moral dedication;
- Experienced executive who has worn multiple hats and can both analyze and act with equal ease. A strong ability to multitask, rather than being a pure analyst or thinker;
- Strong decision-making skills and the determination and perseverance to see projects through to the end. Enjoy delivering short-term wins while building towards a larger strategic vision;
- Anticipate and plan for changes to current organizational policies, practices, systems needed to move in new strategic directions and to ensure long-term success.



Competencies and Personal Characteristics

Leadership – Achieves desired organizational results by encouraging and supporting the contribution of others; a proactive and positive team player who acts with a sense of urgency and leads by example; sets and communicates clear goals.

Accountable – Holds self and others accountable for responsibilities; focuses on results and measuring attainment of outcomes in a business focus.

Strategic – Develops a plan in support of organizational strategic direction. Demonstrates an understanding of the link between one's job responsibilities and overall organizational goals.

Integrity and Honesty – Demonstrates a resolute commitment to and respect for the spirit behind the rules and core values of the organization, setting an example of professionalism and ethical propriety.

Influential and Collaborative – Has an open and consistent approach to working with others and possesses strong interpersonal skills, with the ability to build relationships and develop/maintain partnerships, obtaining stakeholder agreement.

Creativity and Innovation – Develops new insights into situations; questions conventional approaches; encourages new ideas; designs and implements new or cutting-edge programs/processes.

Effective Working Relationships – Treats colleagues, and stakeholders with respect; resolves conflicts in a timely manner, negotiates effectively, and provides effective feedback to colleagues/employees.

Communication – Clearly presents written and verbal information; writes with clarity and purpose; communicates effectively in both positive and negative circumstances; listens well.

People Development – Fosters learning and development of others through coaching, managing performance and mentoring; has a genuine desire to develop others and help them succeed; formally and informally recognizes deserving staff and colleagues.

Partner Group Focused – Anticipates and attends to the needs of internal and external stakeholders of the organization; keeps stakeholder interests in the forefront.



COMPENSATION

A competitive compensation package will be provided including an attractive base salary above \$175,000 and excellent benefits. Further details will be discussed in a personal interview.

FOR INFORMATION PLEASE CONTACT:

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