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OPPORTUNITY PROFILE

Executive Director, Chief
Kinosew Awasak Mikiwahp



About Driftpile Cree Nation

A Community Rooted in Tradition, Progressing Towards Tomorrow

Nestled along the south shore of Lesser Slave Lake, Driftpile Cree Nation (DCN) stands as a testament to the strength, resilience, and enduring spirit of the Cree people. With deep respect for our ancestors and the land that sustains us, we continue to honour our traditions while advancing a vision of progress, prosperity, and cultural preservation.

Our story is one of continuity and growth—where ancient teachings meet modern innovation. From our strong focus on sustainable development and education to our commitment to community wellness, DCN is building a vibrant and self-determined future. We take pride in being both stewards of our environment and champions of opportunity for future generations.

Situated approximately 340 kilometres northwest of Edmonton, between the communities of Slave Lake and High Prairie, DCN is part of a region of remarkable natural beauty and cultural significance. As proud signatories of Treaty 8 and active members of the Lesser Slave Lake Indian Regional Council, we uphold our responsibilities as caretakers of our land and heritage, ensuring that our ecological and cultural legacy endures for generations to come.

To learn more about Driftpile Cree Nation, visit <https://dcn450.com/>

What are we trying to achieve?

Our Nation is taking a powerful step forward in reclaiming the care of our children and families. We are building our own Child and Family Services referring to our Children's Lodge department. The Children's Lodge was created by our people, for our people—grounded in our culture, values and traditional ways of nurturing our young. This transformation is about more than independence; it's about restoring balance, strengthening families, and ensuring that every child grows up surrounded by love, belonging, and safe connection to community. As we move away from government-run systems, we invite passionate, caring, empathetic individuals to lead and shape a future where our children are protected and guided by the hearts and minds of who we are.



The Opportunity

This is an extraordinary time to be part of meaningful change and transformation. Our Nation is seeking an exceptional leader who shares our deep commitment to community, family, and cultural strength. Working with a 26 million operational budget and a dedicated team of 38 employees, the Executive Director (ED) will report to and collaborate closely with the Board of Directors and will be responsible for leading the strategic vision and operational implementation of Chief Kinosew Awasak Mikiwahp (CKAM) programs.

CKAM's core programs include Post-Majority Support Services, Family Preservation, Protection, and First Nation Representative Service. The Executive Director will provide expert guidance, strategic advice, and culturally informed leadership to ensure programs meet the needs of children and families in alignment with our Nation's values and laws. This role requires a deep understanding of child and family services, policy, and governance, along with the ability to influence positive outcomes through partnership with First Nation leaders and government stakeholders.

The successful candidate will ensure that CKAM's delivery model honours a family-centred, community-driven approach and reflects the principles of Mihtatakaw Sipi Awasak Wiyasiwewin (Driftpile River Children's Law).

Community Presence

The Executive Director must reside in or near High Prairie, and Slave Lake, to remain closely connected to CKAM's head office and community. A consistent presence within the community and participation in local events are vital for this leadership role. Visibility, relationship-building, and engagement at the Driftpile office are essential for fostering collaboration, strengthening organizational culture, and maintaining alignment with the community's vision and values. The Executive Director will actively engage with staff at the CKAM office in Edmonton. Regular board meetings and staff social events will also be scheduled to encourage collaboration and connection across the organization.

A comprehensive understanding of CKAM's history, origins, and milestones is fundamental to this role. This knowledge will inform decision-making, communication, and advocacy as CKAM continues to grow its presence as an independent, Nation-led organization.



Key Roles and Responsibilities

- Ensure services delivered align with the vision, mission, and core values of CKAM.
- Ensures that personal and sensitive information is handled in accordance with privacy laws and organizational policies.
- Lead efforts to cultivate a positive, inclusive, and high-performing workplace culture.
- Guide teams through change management with empathy, transparency, and clarity.
- Oversee and evaluate the delivery and effectiveness of CKAM programs.
- Oversee financial operations, ensuring full transparency in managing budgets and providing accurate financial reporting to the CKAM Board.
- Use data, performance indicators (KPIs) and evidence to optimize resources and identify opportunities for improvement.
- Fulfill responsibilities under Mihtatakaw Sipi Awasak Wiyasiwewin (Driftpile River Children's Law).
- Act as liaison between CKAM, Driftpile leadership, government departments, and other key partners.
- Acts honestly and in good faith with a view to the best interests of CKAM
- Collaborate with Nation Directors and community stakeholders to create wrap-around supports for children and families.
- Mentor and guide CKAM leaders and staff, fostering professional development and cultural connection.
- Uphold culturally sensitive, ethical, and family-focused approaches in all decisions and practices.

The Person

Qualifications & Education Requirements

- Post-secondary degree, preferably in Social Services or Healthcare Services. Equivalent certifications and education will be considered.



- Senior or executive leadership experience with a proven ability to inspire and lead multi-level teams.
- Experience working directly with a First Nation organization or community.
- Strong knowledge of child and family services, legislation, policy development, and the unique challenges and strengths within Indigenous contexts.
- Demonstrated ability in strategic planning, budget oversight, and change leadership.
- Proficiency with Microsoft Office and online collaboration tools.
- Excellent written and verbal communication skills with attention to detail and cultural awareness.
- Valid Class 5 Driver's License.
- Fluency in Cree is considered a strong asset.
- Must provide a clear Police Information Check (Vulnerable Sector), Intervention Record Check, and Driver's Abstract.

Knowledge, Skills & Attributes

Leadership Skills – Demonstrated ability to lead, coach and motivate others. Exhibits an open, inclusive and empowering leadership style.

Visionary – Proven ability to formulate and articulate a clear and compelling vision for the organization, effectively communicating direction, priorities, and expectations.

Relationship Building Skills – Builds and maintains positive, respectful, and trusting relationships with internal and external partners. Demonstrates cultural awareness, empathy, and diplomacy when engaging with community members, government representatives, and other collaborators.

Problem Solving & Judgment – Strong analytical and critical thinking skills with the ability to assess options, anticipate implications, and develop effective solutions. Demonstrates sound judgment and decision-making in complex situations with political, community, or administrative considerations.

Communication Skills – Communicates openly, clearly, and respectfully with all audiences. Possesses exceptional written, verbal, and presentation abilities, ensuring transparency and understanding across diverse groups.



Team Player/Team Work – Demonstrated success leading and working within teams. Fosters collaboration by establishing clear expectations, promoting accountability, supporting group decisions, sharing credit, and resolving conflict constructively.

Join Us

This is more than a leadership opportunity—it is a chance to be part of something deeply meaningful. As our Nation reclaims control over our children’s services, we are seeking a leader who will walk alongside our people with humility, courage, and vision. Together, we will build a system that strengthens families, empowers communities, and honours our sacred responsibility to care for our children.

Express Your Interest

Leaders International values diversity, equity, and inclusion in all aspects of our operations. Candidates are invited to contact us directly with any accommodation requests.

To apply, please email your cover letter and resume (PDF or Word document only—preferably as one document) to **Wendy Romanko, Senior Consultant** at apply@leadersinternational.com, indicating the job title in the subject line.

Leaders International Executive Search

www.leadersinternational.com