



OPPORTUNITY PROFILE

Director, Finance

About the Montney Riverstone Tribal Council

As of August 11, 2025, the former Western Cree Tribal Council (WCTC) is officially the Montney Riverstone Tribal Council (MRTC). This historic transition reflects the collective efforts of leadership from Duncan's First Nation (DFN) and Horse Lake First Nation (HLFN), and the Administration team of MRTC (formerly WCTC). Their united efforts have shaped this new chapter for our Member Nations and deserve recognition as a truly significant milestone in our shared history.

In the coming weeks, MRTC will be updating its emails, website, and communications to reflect the new name and identity. Our rebranded website will be launched at www.montneyriverstone.ca. We will formally celebrate and share this transformation with the broader public during our 28-year anniversary in December 2025. We have a lot to be proud of.

Geological and Historical Significance: The Montney Basin

The Montney Formation—from which the new name is partially drawn—is one of Western Canada's most prolific natural resource regions. Spanning northeast British Columbia and northwestern Alberta, the Montney Basin has been a cornerstone of economic development, energy extraction, and geological importance for over a century. Rich in natural gas and oil, the basin supports not only economic vitality but a deep connection to the land for First Nation communities whose ancestors have lived on and stewarded these lands long before industry arrived.

Symbolism and Meaning: “Riverstone”

The word Riverstone conjures the image of stones polished smooth by time and water—symbols of resilience, transformation, and endurance. For First Nations Peoples, river stones represent more than geology—they are guardians of stories, markers of migration, and witnesses to ceremony. Flowing water and stone together signify continuity: adapting while remaining strong, reshaping while remaining grounded.

This metaphor aptly represents the direction of the Tribal Council—moving forward with strength and clarity, deeply rooted in place and purpose.

A Shared Vision: Duncan's First Nation and Horse Lake First Nation

With the unanimous vote on June 24, 2025, the leadership of Duncan's First Nation and Horse Lake First Nation affirmed their commitment to a future shaped by tradition and transformation. This rebranding to Montney Riverstone Tribal Council reflects:

- A territorial identity rooted in the Montney lands both Nations historically occupy and steward.
- A governance structure that acknowledges the natural world as a partner—stone and river as metaphors for First Nations governance: resilient yet fluid, enduring yet adaptive.
- A renaissance that honors our culture while shaping a self-determined future for generations to come.

“This is more than a name change. It’s a declaration of who we are—and who we are becoming.” — Chief Virginia Gladue, Duncan’s First Nation — Chief Ramona Horseman, Horse Lake First Nation

The Opportunity

Montney Riverstone Tribal Council is seeking an experienced and strategic Finance Director to lead and oversee all aspects of our financial operations. This is an exciting opportunity for a results-driven professional who thrives on building strong financial systems that support growth, transparency, and long-term sustainability.

As Finance Director, you will provide expert guidance in financial planning, First Nations funding and allocation, budgeting, and reporting while ensuring the organization’s resources are managed responsibly and effectively. You will play a pivotal role in shaping financial strategies that align with MRTC’s goals and priorities and managing an 84M operational budget. Working collaboratively with senior leaders and department heads, you will foster accountability, efficiency, and a culture of financial excellence across the organization.

This role offers both challenge and reward — ideal for a strategic thinker and proven financial leader who is motivated by purpose and eager to contribute to the continued success of a respected and growing organization.

Key Responsibilities

- Lead the development and implementation of financial strategies that support organizational goals and long-term sustainability.
- Oversee all financial planning, First Nations funding and allocation, budgeting, forecasting, and provide regular reporting updates and activities.

- Provide strategic financial advice and leadership to support business growth and informed decision-making.
 - Analyze complex financial data and present insights and recommendations to senior management and leadership.
 - Partner with department heads to ensure financial transparency, accountability, and effective resource management.
 - Monitor and report on key financial performance indicators.
 - Mentor and manage members of the finance team, fostering professional growth and collaboration.
 - Ensure compliance with all financial regulations, First Nations funding requirements, policies, and standards.
 - Identify and implement process improvements to enhance efficiency and financial effectiveness.
 - Collaborate with external auditors, consultants, and financial advisors on reporting and audit requirements.
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The Ideal Candidate

Qualifications & Education Requirements

- Bachelor's degree in Finance, Accounting, or a related field (MBA or CPA designation preferred).
- Minimum of 5 years' experience in a financial management or leadership role.
- Strong understanding of financial systems, controls, and regulatory compliance.
- Hands-on First Nations funding and allocation experience.
- Exceptional analytical, strategic thinking, and problem-solving skills.
- Experience with financial systems implementation.
- Proven ability to communicate financial information clearly to both financial and non-financial audiences.
- Demonstrated experience in budgeting, forecasting, and financial reporting.
- Strong leadership and team management abilities, with a collaborative and mentoring approach.
- Comfortable working in a fast-paced, evolving environment.
- High attention to detail, accuracy, and professional integrity.
- A proactive, adaptable leader who approaches challenges with positivity and purpose.
- High level of integrity and professionalism

Knowledge, Skills & Attributes

Financial Acumen & Strategic Thinking - Brings a strong understanding of financial principles, budgeting, forecasting, and financial reporting. Able to interpret complex financial data to support strategic planning and informed decision-making that aligns with organizational goals.

Leadership & Team Development - Demonstrates the ability to lead high-performing teams with integrity and accountability. Fosters a positive culture through mentorship, collaboration, and clarity of purpose, while developing individual and collective capacity within the organization.

Stakeholder Engagement & Relationship Management - Builds and maintains productive relationships with a range of internal and external groups. Communicates effectively and diplomatically, balancing diverse priorities and perspectives to advance shared objectives.

Compliance & Regulatory Expertise - Understands relevant legislation, policies, and regulatory frameworks, ensuring organizational compliance and sound governance. Able to interpret and apply evolving standards and manage associated risks proactively.

Change Management & Continuous Improvement - Leads through change with confidence and purpose, identifying opportunities for innovation and efficiency. Supports staff through transitions and cultivates a culture of learning and adaptability.

Cultural Awareness & Community Engagement - Demonstrates sensitivity and respect for diverse cultural contexts, including Indigenous perspectives. Engages meaningfully with communities to build trust and support initiatives that reflect local values and needs.

Compensation

There is a competitive compensation package, including an attractive base salary, positive work environment, and excellent benefits, including the use of a company truck and Christmas office closure. Further details will be discussed in a personal interview.

Relocation allowance may be provided. The Finance Director is expected to be working in the office to lead and support staff; however, flexibility will be provided to manage work/life balance.

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** at apply@leadersinternational.com, indicating the job title in the subject line.

Leaders International Executive Search

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