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TAKLA NATION

OPPORTUNITY PROFILE

Chief Financial Officer

Takla Nation

The traditional territory of the Takla First Nation is located in North Central British Columbia and totals approximately 27,250 square kilometres. The territory is a rich environment of lakes, rivers, forests, and mountains, bordered on the west by the Skeena Mountains and on the east by the Rocky Mountains.

Our Nation is an amalgamation of the North Takla Band and the Fort Connelly Band, a union which occurred in 1959. Our traditional lands are the geographic area occupied by our ancestors for the community, social, economic and spiritual purposes. Carrier and Sekani place names exist for every physical feature and place that we occupy. Each name reflects the significance of the feature or site, and today provides us with historical information about the rich history and extensive knowledge of our land and our resources.

To learn more about Takla Nation, visit www.taklafn.ca and watch [TAKLA Reviving a Nation](#)

The Location – Prince George

Prince George, often referred to as British Columbia’s “Northern Capital,” is strategically situated at the confluence of the Fraser and Nechako Rivers. This central location positions it as a pivotal hub for transportation, commerce, and industry in the province. The city boasts a population of approximately 76,708, serving a broader regional community of nearly 320,000 people.

Connectivity is a hallmark of Prince George. Intersected by Highways 16 and 97, the city offers seamless road access to major centers like Vancouver and Edmonton. The Prince George Airport further enhances its accessibility, providing daily flights to key destinations, including Vancouver and Calgary.

Despite its urban amenities, Prince George retains the charm of a smaller community. Residents benefit from a 15-minute average commute, allowing for a balanced lifestyle with more time for personal pursuits. The city is home to esteemed educational institutions such as the University of Northern British Columbia and the College of New Caledonia, offering comprehensive programs from early education to postgraduate studies.

Healthcare services are robust, with facilities like the University Hospital of Northern BC and the BC Cancer Agency Centre for the North serving the region. Cultural and recreational opportunities abound, from symphony orchestras and theater companies to over 1,600 nearby lakes and numerous parks, catering to a wide range of interests.

Prince George offers an exceptional quality of life, combining economic opportunity with natural beauty and community spirit. Its strategic location, coupled with comprehensive amenities, makes it an ideal destination for individuals and families seeking a dynamic yet balanced lifestyle.

The Opportunity

The Chief Financial Officer (CFO) is a strategic senior leader responsible for overseeing all financial aspects of Takla Nation and its related entities. Reporting to the Chief Administrative Officer (CAO), the CFO partners with Chief and Council (C&C) to develop, implement, and monitor financial strategies that support the Nation's long-term sustainability, good governance, and growth. With responsibility for overseeing an 80+ million operating budget, this role ensures financial integrity, transparency, and accountability across all operations while fostering economic development and financial health for the Nation and its members.

Key Roles & Responsibilities

Financial Leadership & Strategy

- Develop and maintain a deep understanding of the financial performance and health of Takla Nation and its related entities.
- Advise the CAO and C&C on financial outcomes, risks, and opportunities affecting the Nation.
- Provide financial insights and recommendations for long-term planning, investment, and Nation-building initiatives.
- Lead financial forecasting, business planning, and economic development efforts aligned with strategic objectives.
- Develop tools and systems to provide timely, actionable financial and operational information.

Financial Operations & Management

- Oversee all financial functions, including annual budgeting processes, forecasting, debt financing, taxation, treasury, and administration.
- Implement and maintain robust cash flow management policies to ensure sufficient liquidity for operations and growth.
- Monitor departmental performance and spending, ensuring effective resource allocations and budget adherence.
- Ensure strong financial controls, risk management strategies, and compliance with financial regulations and policies.
- Analyze financial performance against key performance indicators (KPIs) and provide recommendations for continuous improvement.
- Lead financial system improvements, leveraging technology for efficiency and transparency.

Financial Reporting & Compliance

- Ensure compliance with Generally Accepted Accounting Principles (GAAP) and regulations set by Chartered Professional Accountants Canada (CPA).
- Oversee the preparation and publication of all financial reports, including monthly, quarterly, and annual statements.
- Manage the annual audit process, ensuring accuracy and integrity in financial reporting.
- Develop and direct annual financial plans within the context of strategic priorities and economic opportunities.
- Ensure timely and accurate reporting to funding agencies, lenders, and regulatory bodies.

Capacity Building and Financial Literacy for Leadership

- Design and deliver tailored training workshops and materials for senior staff and management on budget interpretation, audit and financial statement literacy, capital project financial oversight, and long-term financial planning.
- Foster a culture of accountability and data-informed decision-making through regular financial briefings and mentorship.
- Develop financial dashboards and reporting templates that are clear, actionable, and culturally relevant.

Stakeholder & Relationship Management

- Act as a financial representative and key liaison with internal and external stakeholders, including Chief and Council, government agencies, financial institutions, and community members.
- High level of integrity, discretion, and commitment to community service.
- Build and maintain strong relationships with lenders, funders, auditors, and other partners.
- Promote transparency and financial literacy within the Nation through clear communication and engagement initiatives.

Organizational & Team Leadership

- Develop and oversee the Finance and Administration department's structure, ensuring it aligns with the Nation's operational needs.
- Provide leadership, mentorship, and professional development opportunities for finance team members. Naturally cares about staff and their well-being.
- Create succession planning strategies and internship opportunities for community members in finance roles.
- Conduct annual performance evaluations and implement training programs to enhance efficiency and effectiveness.

- Work collaboratively with senior leadership to align financial policies, procedures, and best practices across the organization.
- Champion Indigenous approaches to leadership and holistic financial well-being.

Policy Development & Implementation

- Establish, implement, and maintain financial policies, procedures, and standards to enhance governance and accountability.
- Ensure compliance with financial policies and lead updates as necessary to align with evolving organizational needs.

The Person

Education Requirements

- University degree in Business, Finance, Accounting, or a related field
- Professional Accounting Designation or near completion (CPA)
- Master's degree in finance or business (desired).

Experience

- Senior financial leadership experience, preferably in Indigenous governance, government, or non-profit sectors.
- Advanced expertise in financial strategy, risk management, and organizational financial planning.
- Proven experience managing financials for major capital projects.
- Strong analytical, problem-solving, and decision-making abilities.
- Demonstrated success in developing policies, procedures, and financial training programs.
- Excellent verbal, written, and interpersonal communication skills.
- Experience working with Indigenous communities and a commitment to incorporating Indigenous perspectives in financial decision-making.
- Strong public speaking and presentation skills with the ability to facilitate discussions at all levels.
- A collaborative leadership style that fosters teamwork, accountability, and continuous improvement.
- Cultural awareness and sensitivity to working in a diverse, Indigenous environment.
- A combination of education requirements and experience will be considered. (For example, extensive senior accounting experience with accounting/business degree)

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

Salary range is anticipated at \$160K depending on experience and education with generous employer paid comprehensive benefits package. 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. Candidates are invited to contact us directly with any accommodation requests.

FOR INFORMATION PLEASE CONTACT:

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