



TNDC

OPPORTUNITY PROFILE

Chief Financial Officer

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.tn dc.ca

The Opportunity

The Chief Financial Officer (CFO) is a key member of the executive team and is authorized, responsible, and accountable for the proper financial administration, management, investment, and reporting of Tahltan Nation Development Corporation (TNDC), its related entities, and its commercial activities.

This position is ideal for someone who thrives in building structure within an evolving environment. You are passionate about designing and implementing systems, processes, and procedures that bring stability and predictability. With a strong ability to align TNDC's Finance function, team members, and leaders, you will optimize business revenue while upholding TNDC's core values and honouring Tahltan Nation values and culture.

TNDC is the economic arm of the Tahltan Nation (Nation) and is responsible for holding, managing, growing, and overseeing its shareholdings and other business interests. TNDC must respect the

Tahltan Nation for protecting its lands, waterways, resources, language, culture, and way of life while promoting Tahltan self-sufficiency and self-determination through its economic activities.

The CFO's main priority is to ensure that financial policies, procedures, operations, and data systems are in place to properly support TNDC's operations and ensure compliance with legislation and International Financial Reporting Standards (IFRS). The CFO reports directly to TNDC's Chief Executive Officer (CEO) and advises the Board of Directors (BoD) on proper financial administration, management, investment, and reporting. The CFO has significant latitude and autonomy to make decisions.

Responsibilities include budgeting, reporting, financial analysis, leasing, debt management, cash management, updating corporate filings, ensuring full compliance with accounting and finance regulatory requirements, and implementing and managing best practices. Creation and implementation of formal financial procedures and processes. Creation of an internal audit program. Succession planning and training for TNDC employees are important functions of this position.

The CFO will drive operational and administrative improvements and ensure efficient and timely management of important accounting functions, including invoicing, accounts receivable, accounts payable and payroll.

A background in civil construction, mining, infrastructure, and earthworks is important.

The position is based in Calgary, provided that scheduled trips to TNDC's office in Dease Lake, Vancouver and other site locations are scheduled to suit operational requirements.

STRATEGIC SUPPORT AND PARTICIPATION

The CFO is a senior-level executive who provides management, leadership, and vision to ensure TNDC and its entities meet their short- and long-term objectives, and who helps create enduring policies and a company culture that strengthens operational efficiency and generates revenue while respecting Tahltan culture and values.

Duties, Responsibilities, Authority and Accountabilities

- Participate in the provision of effective strategic, business, and financial planning.
- Provide financial advice to the CEO, the Senior Leadership Team (SLT), TNDC Managers and Managers of TNDC subsidiaries and managed companies.
- Collaborate with the CEO and SLT in organizational development, strategic and business planning and lead financial planning and investing.
- Attend meetings and make presentations as directed by the CEO, including for the BoD, the Nation, Partners, Investment and Financial institutions, governments, etc.
- Provide financial advice and functions for TNDC, its subsidiaries and managed companies to ensure that finances are managed according to legislation, directives, policies, procedures and

IFRS.

- Provide financial advice on contracts, business dealings and negotiations, agreements, quotes, and proposals.
- Lead a culture of continual business improvement and cost efficiency based on sound decision-making.
- Lead the TNDC Finance team and the finance teams of the subsidiaries.
- Other related duties as required.

Leadership

- Provide leadership, supervision, and motivation to the Finance team in achieving professional and organizational goals.
- Create and influence culture across TNDC through a hands-on approach to living our values.
- Empower, engage, coach, and develop the team to reflect the core values and principles of TNDC.

Organizational Integration

- Focused on aligning and integrating finance at the executive level with other major business functions to ensure success.

THE PERSON

Qualifications & Education Requirements

The ideal candidate will hold a Chartered Professional Accountant (CPA) designation, or an equivalent accounting credential, with demonstrated experience in Canadian legislation. A Bachelor of Commerce degree, or a similar qualification in Accounting and Finance, is considered an asset, as is familiarity with International Financial Reporting Standards (IFRS).

This role requires a minimum of eight years of experience in executive financial leadership, preferably within a construction company, real estate enterprise, or a multi-industry organization. The successful candidate will possess exceptional treasury, investment, and cash management expertise to support a cash-intensive business model characterized by large deal flows and strategic partnerships. Strong business acumen and the ability to foster positive client relationships are essential.

Experience in First Nation economic development, investment strategies, or corporate structuring is a requirement for this position. Additionally, completion of a CFO Leadership Program will be considered an asset.

Knowledge, Skills & Attributes

Visionary Leadership: Displays passion and optimism; inspires respect and trust; mobilizes others to fulfill the vision; provides vision and inspiration to peers and subordinates.

Managing People and Teamwork: Works in a multi-cultural, diverse environment that demonstrates cultural awareness and sensitivity; manages all staffing planning; takes responsibility for direct reports' activities; makes self-available to staff; provides regular performance feedback; develop subordinates' skills and encourages growth; solicits and applies customer feedback (internal and external); fosters quality focus in others; supports everyone's efforts to succeed.

Strategic Thinking: Develops strategies to achieve organizational goals; understands organization's strengths & weaknesses; analyzes market and competition; manages the enterprise risk management for the organization, identifies external threats and opportunities; adapts strategy to changing conditions.

Change Management: Develops workable implementation plans; communicates changes effectively; builds commitment and overcomes resistance; prepares and supports those affected by change; monitors transition and evaluates results.

Analytical: Synthesizes complex or diverse information; collects and researches data; uses intuition and experience to complement data; designs workflows and procedures.

Judgment: Displays willingness to make decisions; exhibits sound and accurate judgment; supports and explains reasoning for decisions; includes appropriate people in the decision-making process; makes timely decisions.

Planning/Organizing: Prioritizes and plans work activities; uses time efficiently; plans for additional resources; sets goals and objectives; organizes or schedules other people and their tasks; develops realistic action plans.

Technical Skills: Assesses own strengths and weaknesses; pursues training and professional development opportunities; strives to build knowledge and skills continuously; shares expertise with others.

Quality Management: Looks for ways to improve and promote quality; demonstrates accuracy and thoroughness.

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 in one document (PDF or Word document only) to **Ardyce Kouri or Olesia Linkevych**, at apply@leadersinternational.com, indicating the job title in the email's subject line.

Leaders International Executive Search

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