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OPPORTUNITY PROFILE CHIEF OPERATING OFFICER

 **Deton Cho**
GROUP OF COMPANIES

the right people

DET'ON CHO MANAGEMENT LP | CHIEF OPERATING OFFICER

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THE ORGANIZATION

DET'ON CHO MANAGEMENT LP

Det'on Cho Group of Companies is an Indigenous development corporation committed to bolstering the economic self-sufficiency of the Yellowknives Dene First Nation by exploring and leveraging economic opportunities in the Northwest Territories and beyond. Founded in 1988 with a modest \$15,000 grant, the company has, over 35 years, expanded its reach and impact through hard work, determination, and adherence to Dene values.

Today, Det'on Cho boasts a portfolio of 32 companies, including 9 wholly-owned subsidiaries (including DC Management LP) and 23 joint venture partnerships. Our wholly owned companies employ over 275 people, mostly from the North, with gross revenues exceeding \$84 million in 2024 and assets of \$82 million.

Det'on Cho prides itself on being a Northern solutions provider with a diverse portfolio of services. Our experience has been built in supporting the resource industry, including Diavik Diamond Mine, De Beers Gahcho Kué, Ekati Diamond Mine, and the Giant Mine Remediation Project. We offer expertise in exploration, logistics, waste management, construction, camp catering and food distribution, transportation, environmental consulting, and site remediation, among others.

The company is overseen by a seven-member Board of Directors and guided by a President & CEO, ensuring strong governance and strategic direction.

To learn more, please visit Det'on Cho Management LP's [website](#).

THE OPPORTUNITY

CHIEF OPERATING OFFICER

Reporting to the President & CEO, the Chief Operating Officer (COO) is a key executive responsible for providing strategic leadership, operational direction, and performance monitoring to all operational business units within the Det'on Cho Group of Companies. The Chief Operating Officer ensures that all wholly owned subsidiaries function in a manner that meets operational performance, service delivery, safety & financial goals. The Chief Operating Officer takes a lead role in ensuring the culture of the organization is aligned with the corporation's strategic plan, values, and commitments to the Yellowknives Dene First Nation.

The Chief Operating Officer collaborates closely with subsidiary General Managers and Directors to drive operational excellence, optimize business processes, strengthen client and partner relationships, and support sustainable long-term growth. This position serves as a member of the Executive Leadership Team.



Duties and Responsibilities

Oversight of Core Operational Divisions

The Det'on Cho Group of Companies is comprised of a diverse set of companies which span both industrial & hospitality services. The Chief Operating Officer will be responsible for performance management of:

- Det'on Cho Logistics
- Det'on Cho Kavanaugh
- Det'on Cho Construction Services
- Det'on Cho Environmental Corporation
- Det'on Cho Northbest Distributors
- Det'on Cho We Le Dai
- Det'on Cho Bouwa Whee Catering
- Det'on Cho Capital



The Chief Operating Officer is accountable for ensuring that the Det'on Cho Group of Companies provides high-quality services to customers & stakeholders through executive oversight. The role supports the development of corporate plans, and is the key person responsible for ensuring their successful implementation. The Chief Operating Officer is responsible for ensuring operational units meet revenue targets, margin expectations, and financial accountability.

The Chief Operating Officer will provide coaching, mentorship, and direction to all General Managers and Operations Directors, with a focus on strong leadership development and succession planning across operations. The incumbent will foster a culture of accountability, Indigenous leadership development, and high performance.

Health and Safety Leadership

- Provide executive leadership for the organization's Health and Safety Program, ensuring a strong safety culture across all subsidiaries;
- Uphold compliance with the Northwest Territories Occupational Health and Safety legislation as well as client/contract requirements;
- Ensure robust incident reporting, safety training, audits, risk assessments, and continuous improvement processes;
- Champion a safety-first culture at all levels of the organization.

Executive Leadership and Strategic Direction

- Provide strategic leadership and oversight to all operational divisions, ensuring alignment with corporate strategy and annual business plans;
- Work closely with the Executive Leadership Team to develop and execute multi-year operational strategies, performance targets, and growth opportunities;
- Support annual business planning, forecasting, and operational risk management for all subsidiaries;



- Support due diligence and integration planning for business expansions, acquisitions, and joint ventures;
- Support strong client & stakeholder relationships; represent the organization in key meetings, project reviews, contract negotiations, and community engagements;
- Strengthen relationships with Yellowknives Dene First Nation and support community employment, training, and partnership goals.

Operational Excellence and Performance Management

- Establish Key Performance Indicators (KPIs) for all operational units and lead quarterly performance reviews with subsidiary leaders;
- Improve operational systems, policies, processes, and best practices to increase efficiency and competitiveness;
- Optimize workforce planning, equipment utilization, budget performance, and operational cost controls;
- Identify opportunities for innovation, technology adoption, and process automation.

Working Conditions and Effort

The candidate may be required to:

- Work additional hours outside of the regular hours of work;
- Travel within the NWT and Canada;
- Work with a high-level of independence with minimal supervision.

Confidentiality

- The candidate may gain knowledge of personal and/or confidential information. The candidate will not use for their own benefit or gain or divulge any confidential information gained as a result of this position to any persons, firm, company, or other organization.

THE PERSON

The COO will bring a wealth of experience in senior operational leadership, ideally understanding the complex and unique nature of operating businesses in the North. This individual will demonstrate strong financial acumen and a proven ability to drive operational excellence while ensuring alignment with the organization's strategic vision and values. A collaborative leader, the COO will mentor and develop the capacity of GMs and staff across all divisions. The ideal candidate will be a strategic business leader with a people-centric approach, able to champion sustainable growth and deliver high quality services across all operational divisions.



Key Requirements

The ideal candidate will possess the following qualifications, skills, and experience:

- Formal education or training in Business Administration, Operations Management, Engineering, or related field (Master's degree preferred);
- Minimum of 10 or more years of senior operational leadership experience, ideally in an organization with a diverse operating environment;
- Demonstrated experience supervising multiple subsidiaries or divisions simultaneously;
- Strong financial acumen, project management expertise, and ability to lead complex operations;
- Knowledge of northern operations, Indigenous organizations, and remote or industrial project environments is considered a significant asset;
- Commitment to the values, culture, and economic development priorities of the Yellowknives Dene First Nation;
- The successful candidate must reside in Yellowknife, or be willing to relocate
 - ◊ Relocation support will be provided

Det'on Cho Management LP endeavours to carry on a successful business. Det'on Cho Management LP expects its employees and management team to act in a safe and ethical manner and make decisions which promote and advance the best interests of the company, at all times.



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 partner groups of the organization; keeps stakeholder interests in the forefront.



COMPENSATION

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

FOR INFORMATION PLEASE CONTACT:

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