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OPPORTUNITY PROFILE

Chief Executive Officer

Location:

Tsuut'ina Nation, Alberta



About Tsuut'ina Nation

Tsuut'ina Nation's culture, history and language are all unique. Formerly known as the Sarcee (Sarsi), the Tsuut'ina Nation prides itself on being connected to the Dene Nation through language (Athabaskan), culture, customs and territory. With over 2,500 citizens, Tsuut'ina Nation strives to maintain autonomy of identity, customs, traditions, territory and the self-determination of Indigenous Governance.

The Tsuut'ina Nation Citizens self-determination is recognized by entering into Treaty No. 7 by Head Chief "Chiila" Bullhead with the British Imperial Crown of Great Britain and Ireland in 1877. Today, the Tsuut'ina Nation Citizens have progressed to a highly sufficient and economically advanced First Nation.

The Tsuut'ina Nation is located on approximately 283-square-kilometres directly bordering the southwestern limits of Calgary. The economic pursuits of the Tsuut'ina Nation are defined by ambitious, multi-billion-dollar commercial developments, strategic real estate leasing, and hospitality ventures designed to secure complete fiscal sovereignty. By shifting away from symbolic consultation toward foundational corporate partnership, the Nation has emerged as a premier economic engine in Western Canada.

A highlight of Tsuut'ina's economic strategy is Taza, a massive \$4.5-billion to \$10-billion master-planned community sprawling across 1,200 acres of reserve land. Developed as a 50-50 joint venture with real estate firm Canderel, Taza stands as one of the largest First Nation developments in North America. It operates on a pre-paid, 99-year leasehold model and features three distinct, interconnected innovation villages.

The Nation also owns and operates the Grey Eagle Resort & Casino, a premier entertainment destination located on the reserve's edge. The complex includes a major casino floor, a 2,500-seat event center, a four-star hotel, and multiple restaurants. It brings in significant hospitality and gaming revenue that directly helps fund community housing, social programs, and infrastructure.

Tsuut'ina manages its own revenue-generating municipal infrastructure, giving the Nation complete control over utilities and long-term maintenance. This includes community infrastructure link Seven Chiefs Sportsplex & Jim Starlight Centre, a state-of-the-art, multi-sport and fitness facility that attracts regional tournaments, generating recreational revenue while supporting local community wellness.

The Opportunity

The **Chief Executive Officer** is the highest-ranking administrative official within the Tsuut'ina Nation. Reporting to the Head Chief and Minor Chiefs, this role is responsible for the overall management, administration, and delivery of all programs and services to the citizens of the Nation.

The CEO serves as the primary trusted advisor to the Head Chief and Minor Chiefs on strategic planning and intergovernmental relations. Additionally, the CEO oversees the operational integrity



and financial sustainability of the Nation's government and economic entities. Ultimately, this role is about orchestrating the Nation's continued advancement towards jurisdictional sovereignty.

Reporting to the Chief Executive Officer are:

- Chief Financial Officer
- General Counsel
- Senior Operations Officer
- Senior Director Human Resources
- Chief Technology Officer
- Emergency Management: Fire, Police
- Executive Director, Community & Recreation
- Executive Director, Social Development
- Executive Director, Education and Lifelong Learning
- Executive Director, Public Works
- Executive Director, Lands Administration
- Executive Director, Governance and Administration
- Executive Director, Language and Culture

Key Responsibilities

Strategic Leadership and Governance

- Translate the mandates of the Head Chief and Minor Chiefs into actionable administrative plans, executing the Nation's multi-year strategic and comprehensive community plans.
- Continuously navigate and advance the Nation's jurisdictional autonomy over lands, resources, and internal governance, transitioning away from federal constraints.
- Oversee the development, implementation, and enforcement of Tsuut'ina Acts and laws through the Tsuut'ina Legislative Process.
- Foster a culture of effective and open communication, shared resource utilization, and operational excellence among Executive Directors and portfolios.
- Oversee comprehensive language revitalization initiatives to ensure the Tsuut'ina language is integrated into all aspects of government service and administration.

Financial and Risk Management

- Day-to-day management of the Nation's operations and programs to assist Tsuut'ina's Head Chief and Minor Chiefs, and Executive Directors in carrying out their accountabilities in accordance with the Finance and Administration Act.
- Work with the Executive Director of Finance and Executive Directors to prepare budgets and five-year financial plans.



- Work with Executive Directors and the Chief Financial Officer to review financial reports as described in the Finance and Administration Act.
- Ensure the Nation's operations are in compliance with the Finance and Administration Act and use and follow the financial policies, systems and processes designed and implemented under the assigned authority.
- Review, approve, or deny purchase orders and cheque requisitions within their approval authority limit.
- Delegate expense approval authority to Executive Directors, within the approval limits.
- Oversee applicable funding requirements.

Niska (Land) Management

- Manage Niska governance under the Tsuut'ina Nation to protect and assert authority over Nation lands, zoning, and resources.

Community and Stakeholder Relations

- Lead the administration in conducting regular community consultations to ensure programs and services adapt to the evolving needs of citizens.
- Manage the relationship with provincial governments, municipal partners, and federal agencies to protect inherent and Treaty Rights and advance Nation interests.
- Serve as the administrative lead in responding to community crises, including emergency management services.
- Oversee the holistic well-being of the community by ensuring the delivery of health and wellness, child welfare, and housing services that are Nation-led and culturally grounded.

The Person

Education and Designations

- Bachelor's degree in business administration, public administration, management, or finance is required; Master's degree (MBA, MPA) is preferred.
- Desired: Certified Indigenous Leader (CIL), Certified Aboriginal Professional Administrator (CAPA), or a professional accounting designation (CPA) is highly desirable.

Experience

- Minimum 10 years applicable and meaningful experience in an executive leadership role is required, preferably within a First Nation or Indigenous organization, to supplement the educational requirements.



- Extensive knowledge of First Nations governance, Treaty rights, and relevant evolving federal/provincial legislation is required.
- A proven track record in managing complex budgets and diverse funding streams is required.

Key Competencies and Attributes

- Deep understanding and reverence for the Tsuut'ina way of life, including its language, traditions, and sovereign relationship to the land.
- Ability to collaborate with political leaders to create and implement a shared vision for community engagement and well-being.
- Proficiency in high-level negotiations with government ministers, corporate executives, and community stakeholders.
- Demonstrated ability to communicate complex issues clearly to diverse audiences using a variety of channels.
- Forward-thinking technological literacy, with the ability to champion digital transformation and modernization in government administration.

Express Your Interest

Email a cover letter and a tailored resume to Shalini Bhatti or Heather Fookes at apply@leadersinternational.com, including the job title in the subject line of the email.

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