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LAX KW'ALAAMS BUSINESS DEVELOPMENT LP

the right people

LAX KW'ALAAMS BUSINESS DEVELOPMENT LP | CHIEF EXECUTIVE OFFICER

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THE ORGANIZATION

LAX KW'ALAAMS BUSINESS DEVELOPMENT LP

The Lax Kw'alaams Business Development LP ("BDL") is Lax Kw'alaams Nation's economic development organization, established to create sustainable economic opportunities that generate long-term prosperity for the Lax Kw'alaams community. Guided by the Nation's values, strategic priorities, and commitment to self-determination, the organization identifies, develops, and manages business ventures, strategic partnerships, and investment opportunities that strengthen the Nation's economic base while creating employment, training, and business opportunities for members. Through sound governance and responsible financial stewardship, Lax Kw'alaams Business Development LP seeks to build a diversified portfolio that delivers lasting benefits for current and future generations.

Working under the direction of its Board of Directors, the company is committed to advancing economic reconciliation by fostering collaborative relationships with Indigenous Nations, governments, industry, and private sector partners. The organization takes a strategic, community-centered approach to economic development, ensuring that opportunities align with the Nation's cultural values, environmental stewardship, and long-term vision. As the organization continues to grow and expand its portfolio, which includes real estate holdings, a marine barge and tug facility, fishery operations, joint-venture agreements, and more, and it remains focused on creating sustainable wealth, strengthening organizational capacity, and enhancing the social and economic well-being of the Lax Kw'alaams community.

To learn more, please visit Lax Kw'alaams Business Development LP's [website](#).

Reporting to the Lax Kw'alaams Business Development LP Board, the Chief Executive Officer ("CEO") is a key executive leadership role responsible for the day-to-day operational oversight, administration, and strategic execution of the BDL. The CEO ensures that the organization's operational capabilities actively drive sustainable economic growth, maximize profitability, and align with the broader values and strategic goals of the Lax Kw'alaams Band. The CEO serves as lead negotiator for joint-venture agreements, impact and benefit agreements, and other partnerships, negotiating equity positions on behalf of BDL.

This high-impact role requires dynamic leadership to directly support and manage a diverse internal team of 16 BDL personnel, provide oversight and structural support to eight full-time and up to seven part-time / seasonal fisheries staff, and actively manage Joint Venture Agreements. Additionally, the CEO acts as a critical operational bridge, supporting cross-departmental initiatives and activities led by the Lax Kw'alaams Band Council and associated administrative departments.



Key Responsibilities

Internal Team Leadership & Operations Management (BDL)

- **Direct Management:** oversee, mentor, and lead the 16 BDL staff members, establishing performance objectives, accountability frameworks, and clear lines of communication.
- **Operational Excellence:** design, implement, and continuously improve operational workflows, administrative policies, and project management systems to maximize organizational efficiency.
- **Capacity Building:** foster a collaborative and professional work culture that encourages staff development, retention, and succession planning within the community.
- **Resource Allocation:** ensure internal staff resources are deployed effectively across ongoing commercial initiatives and daily administrative functions.



Joint Economic Venture & Management

- **Portfolio Management:** actively manage and monitor the performance of joint venture agreements and commercial partnerships across diverse industries (e.g., forestry, marine services, tourism, construction, and infrastructure).
- **Partner Relations:** serve as the primary operational liaison for joint venture partners, fostering strong, transparent, and mutually beneficial business relationships.
- **Governance & Performance Tracking:** ensure all joint ventures adhere to governance agreements, project timelines, and financial targets. Implement regular KPI reporting to assess project health and profitability.
- **Risk Mitigation:** identify operational, financial, and regulatory risks across all projects and develop proactive strategies to mitigate impact.

Fisheries Department Support & Management

- **Staff Oversight:** provide strategic direction, management support, and operational oversight to the fisheries division, comprising full-time staff part-time / seasonal personnel.
- **Program Execution:** support the planning and execution of seasonal fisheries programs, dockside operations, biological sampling, and marine monitoring activities.
- **Safety & Compliance:** ensure fisheries activities strictly adhere to safety protocols, environmental sustainability standards, equipment maintenance schedules, and regulatory requirements.
- **Logistics & Procurement:** coordinate logistical needs, vessel/gear maintenance, and supply chain requirements to ensure seamless field operations.



Band & Inter-Departmental Collaboration

- **Band Support:** align BDL operational activities with the strategic vision of the Lax Kw'alaams Band Council, supporting community-led economic and infrastructure development initiatives.
- **Cross-Departmental Synergy:** collaborate closely with other Band departments to ensure cohesive project execution and resource sharing.
- **Community Engagement:** represent BDL professionally in community meetings, regional boards, and stakeholder discussions, ensuring transparency and accountability to the community.

Financial Governance & Strategic Planning

- **Budget Oversight:** work collaboratively with the Finance department to develop, manage, and monitor annual operational budgets for BDL, the fisheries division, and specific project portfolios.
- **Strategic Execution:** partner with Board of Directors to translate long-term strategic plans into actionable operational milestones.
- **Reporting:** prepare comprehensive executive reports on operational performance, project progress, and joint venture valuations for the Board of Directors and Band leadership.

THE PERSON

The CEO should be a visionary, strategic, and values-driven leader who provides executive leadership to advance the Nation's long-term vision, priorities, and prosperity. The CEO leads with integrity, cultural awareness, and sound judgment, creating an environment of collaboration, innovation, and continuous improvement across all departments. A politically astute and relationship-focused leader, the CEO is an exceptional communicator who builds trusted partnerships with governments, Indigenous organizations, industry, investors, and community stakeholders. The ideal candidate demonstrates the ability to navigate complex governance and business environments, identify and advance strategic opportunities, and inspire confidence through transparent leadership, principled decision-making, and an unwavering commitment to the Nation's values, culture, and future generations.



Education and Credentials

- **Degree:** Bachelor's or Master's Degree in Business Administration (BBA/MBA), Operations Management, Commerce, Public Administration, or a related field.
- **Certifications:** professional designations such as **PMP** (Project Management Professional) or **CPA** (Chartered Professional Accountant) are considered a strong asset.



Professional Experience

- **Executive Leadership:** seven+ years of progressive operational management and leadership experience, with three+ years in a senior executive role (COO, VP of Operations, or GM).
- **Indigenous Economic Development:** proven track record of working with Indigenous communities, First Nations economic development corporations, or Band-owned enterprises. Deep understanding of First Nations governance, rights, and title.
- **Multidisciplinary Management:** demonstrated success managing diverse, multi-disciplinary teams (office administration, field technicians, and seasonal labor).
- **Joint Ventures:** extensive experience negotiating, managing, and scaling commercial partnerships, joint ventures, and corporate contracts.

Core Competencies & Skills

- **Strategic Leadership:** ability to inspire teams, delegate effectively, and manage complex operations in a dynamic, multi-project environment.
- **Communication & Relationship Building:** exceptional interpersonal, verbal, and written communication skills; ability to build trust with corporate partners, Band leadership, and community members.
- **Problem Solving & Adaptability:** strong analytical thinker with the capability to resolve operational conflicts, make data-driven decisions, and adapt to shifting seasonal or project demands.
- **Financial Acumen:** solid understanding of financial reading, budgeting, corporate structure, and joint venture auditing.
- **Cultural Competency:** high degree of respect for and understanding of the traditions, culture, and governance of the Coast Tsimshian people and the Lax Kw'alaams community.



COMPENSATION

A competitive compensation package will be provided including an attractive base salary and excellent benefits. Further details will be discussed in a personal interview. The salary range is \$150,000—\$180,000.

FOR INFORMATION PLEASE CONTACT:

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