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OPPORTUNITY PROFILE

Board of Directors



Woodland Cree First Nation

Woodland Cree First Nation is a progressive Indigenous Nation in northern Alberta committed to creating long-term prosperity through responsible governance, sustainable economic development, and strategic investment. As part of its continued evolution, Woodland Cree has established a modern corporate governance structure that separates business operations from political leadership while strengthening oversight of its growing commercial enterprises.

Woodland Cree Holdings GP Ltd. serves as the holding entity for the Nation's business and investment interests. Its portfolio includes joint ventures, commercial investments, and strategic business opportunities that support long-term economic growth and prosperity for the Nation.

Woodland Cree Industries 2020 GP Ltd. oversees Woodland Cree's civil construction, earthworks, forestry, workforce services, and employment operations, building on more than 30 years of operating experience while supporting commercial growth and employment opportunities for Woodland Cree members.

As both organizations continue to mature, Woodland Cree First Nation is strengthening its governance framework through the appointment of experienced independent Board Directors who will provide strategic oversight, sound governance, and disciplined stewardship.

Click to learn more about Woodland Cree First Nation <https://woodlandcree.ca/>

The Opportunity

Woodland Cree First Nation is seeking to appoint Independent Board Directors to provide governance oversight across Woodland Cree Holdings GP Ltd. and Woodland Cree Industries 2020 GP Ltd.

These appointments represent an opportunity to contribute to the governance of two evolving Indigenous business enterprises that are focused on sustainable growth, sound financial stewardship, and long-term economic prosperity.

Working collaboratively with Chief and Council and executive leadership, Board Directors will provide independent oversight while supporting the continued development of a modern governance framework that reflects leading governance practices.



The Board

Woodland Cree Holdings GP Ltd.

Woodland Cree Holdings GP Ltd. serves as the holding entity for Woodland Cree First Nation's commercial and investment interests. The Board provides governance oversight of the Nation's business portfolio, including joint venture partnerships, commercial investments, and future strategic opportunities. Directors will help guide long-term investment decisions, promote sound financial stewardship, and support sustainable economic growth for the nation.

Woodland Cree Industries 2020 GP Ltd.

Woodland Cree Industries 2020 GP Ltd. is the operating entity responsible for Woodland Cree's civil construction, earthworks, forestry, workforce services, and member employment operations. The Board will provide strategic oversight of the organization's operational performance, financial sustainability, governance practices, and long-term growth while supporting the continued development of a strong and commercially focused business.

Key Roles & Responsibilities

The Board meets primarily on a monthly basis, with additional meetings as required. Meetings are generally held virtually, with occasional in-person sessions in Edmonton or at Woodland Cree.

Board Directors will be expected to:

- Provide strategic governance and independent oversight.
- Support the continued development of a modern governance framework.
- Evaluate strategic investments, commercial opportunities, and business initiatives.
- Oversee organizational performance, financial stewardship, and enterprise risk.
- Contribute to sound decision-making while maintaining Board independence.
- Provide oversight of governance policies, accountability, and ethical standards.
- Support the long-term sustainability and growth of Woodland Cree's commercial enterprises.

Fiduciary Responsibilities

Board Directors serve as fiduciaries and are expected to act in the best interests of Woodland Cree Holdings GP Ltd and Woodland Cree Industries 2020 GP Ltd. Directors are responsible for exercising



sound judgment, maintaining confidentiality, avoiding conflicts of interest, and upholding the highest standards of integrity, accountability, and governance.

Knowledge, Skills & Attributes

Core Capabilities

Woodland Cree is seeking Board Directors who collectively bring experience in several of the following areas:

- Previous Board or corporate governance experience with a strong understanding of fiduciary responsibilities.
- Executive leadership experience within complex organizations.
- Strong financial acumen, including the ability to interpret financial statements, oversee financial performance, and contribute to sound financial stewardship (CPA designation considered a significant asset).
- Experience in strategic planning, business growth, and organizational transformation.
- Ability to evaluate business plans, investment opportunities, strategic partnerships, and commercial initiatives.
- Experience in enterprise risk management and organizational oversight.
- Sound judgment, independence, integrity, and objective decision-making.

Desired Capabilities

Experience in one or more of the following sectors would be highly valued

- Civil construction, earthworks, or infrastructure.
- Heavy industry, natural resources, forestry, or industrial services.
- Indigenous business, economic development, or community-owned enterprises.
- Investment management, commercial development, or corporate finance.
- Governance within evolving or growth-oriented organizations.
- An understanding of Indigenous governance and culture, together with a genuine commitment to supporting Indigenous economic prosperity and a clear understanding of Treaty8 initiatives.
- Experience contributing to the development of governance frameworks and organizational maturity.
- A collaborative leadership style with the ability to build trusted relationships and contribute effectively to a Board environment.



Diversity and Inclusion

Woodland Cree values diverse perspectives and recognizes that strong governance is strengthened through a broad range of professional backgrounds, experiences, and viewpoints.

Applications are welcomed from individuals across Alberta and neighbouring provinces who possess the governance experience and business expertise required to contribute effectively. Indigenous candidates and individuals with experience supporting Indigenous organizations are encouraged to apply.

Required Mindset

Successful Board directors will demonstrate

- Strategic and independent thinking.
- Sound business judgment.
- Strong financial and commercial acumen.
- High ethical standards and integrity.
- Respect for Indigenous values and governance.
- Collaborative leadership and relationship-building.
- Curiosity and openness to emerging business opportunities.
- Commitment to accountability, transparency, and continuous improvement.

Compensation

An Honorarium 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. Candidates are invited to contact us directly with any accommodation requests.

To apply, please email your cover letter and resume (PDF or Word document only—as one document) to **Anurag Shourie or Deepthi Koshy** at apply@leadersinternational.com, quoting **Independence Board Director- Woodland Cree Holdings GP Ltd. / Woodland Cree Industries 2020 GP Ltd** in the subject line.



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