



OPPORTUNITY PROFILE

Chief Executive Officer



About Métis Nation–Saskatchewan

Métis Nation–Saskatchewan (MN–S) is a government that represents Métis citizens in Saskatchewan. The Metis Nation Legislative Assembly (MNLA) is the governing authority of MN–S, made up of the Presidents of Métis Locals and the Provincial Métis Council. The MNLA has the authority to enact legislation, regulations, rules and resolutions governing the affairs and conduct of the Métis in Saskatchewan.

The Métis emerged as a distinct people in the historic Northwest during the 18th & 19th centuries prior to Canada becoming a formal nation state. While the initial offspring of these unions were individuals who possessed mixed ancestry, the gradual establishment of distinct Métis communities, outside of First Nations and European cultures and settlements, as well as the subsequent inter-marriages between Métis women and Métis men, resulted in the genesis of a new Indigenous people – the Métis.

The definition of Métis as adopted by Métis Nation–Saskatchewan is: “a person who self-identifies as Métis, is of historic Métis Nation ancestry, is distinct from other Indigenous peoples, and is accepted by the Métis Nation.”



The Métis Nation grounds its identity on well-recognized international principles, including a shared history, common culture (song, dance, dress, national symbols, etc.), unique language (Michif, with various regional dialects), extensive kinship connections from Ontario westward, a distinct way of life, traditional territory, and a collective consciousness. The area known as the “historic Métis Nation Homeland” includes the three prairie provinces and extends into Ontario, British Columbia, the Northwest Territories and the northern United States.

The Métis are recognized in the 1982 Canadian Constitution Section 35:

- The existing Treaty and aboriginal rights of the aboriginal peoples of Canada are hereby recognized and affirmed
- In this Act, “aboriginal peoples of Canada” includes Indian, Inuit and Métis peoples.

To learn more, visit: mns.ca

The Opportunity

The Métis Nation – Saskatchewan (MN-S) Chief Executive Officer (CEO) serves as the senior public service executive of Métis Nation–Saskatchewan (MN–S) and is responsible for providing visionary leadership, distinction-based direction, and executive oversight for all government operations within a distinct Métis self-government context.

The CEO leads the MN-S Public Service in support of elected Métis leadership, ensuring the effective implementation of distinction-based priorities reflecting Métis self-government, Métis rights, Métis citizenship, and the aspirations of Métis citizens across Saskatchewan. The CEO champions government excellence, non-partisan public administration, citizen-focused service delivery, fiscal stewardship, and the long-term sustainability of MN–S as a rights-bearing Métis government.

Reporting to the Provincial Métis Council, the CEO is the principal advisor to elected leadership on government capacity, governance, risk, and distinction-based execution. The CEO ensures that MN–S operations, programs, partnerships, policies, and institutional systems reflect the unique identity, history, culture, values, rights, and aspirations of the Métis Nation in Saskatchewan. The CEO promotes collaborative relationships with citizens, Locals, Regions, governments, Indigenous partners, industry, and stakeholders while strengthening the foundations of Métis self-government for future generations.

In this role, distinction-based leadership means recognizing Métis citizens as a distinct rights-bearing people and ensuring that governance, policy, advocacy, service delivery, and intergovernmental relationships are designed specifically for Métis citizens, communities, Locals, Regions, and the broader Métis Nation Homeland.



Our Vision

The Métis Nation-Saskatchewan is a self-governing nation, grounded in our distinct identity, culture, values, and languages, committed to our community and to the exercise of our inherent rights for the benefit of our community.

Our Mission

Our government will act in unity to protect and advance our traditional homeland, pride in Métis identity, and the inherent rights of our citizens while engaging and connecting with those we serve.

Key Roles & Responsibilities

Distinction-based Leadership and Vision

- Develop and execute long-term distinction-based government strategies aligned with MN-S priorities, Métis self-government objectives, Métis rights, and the needs of Métis citizens, Locals, and Regions.
- Translate elected Métis leadership direction into operational plans, measurable outcomes, and accountable public service delivery that reflects Métis identity, culture, citizenship, and governance priorities.



- Lead transformational change and continuous improvement across government while strengthening MN–S as a maturing Métis self-government.
- Anticipate emerging opportunities, risks, and trends impacting Métis citizens and government operations.
- Ensure the government remains focused on outcomes, accountability, innovation, and sustainability.

Executive Leadership

- “Thinking Outside the Box” in leading transformative progress in government operations and governance.
- Provide leadership and direction to Deputy Chiefs and senior leadership teams.
- Establish a high-performing executive culture grounded in integrity, accountability, collaboration, and citizen service.
- Build leadership capacity throughout the public service, ensuring succession planning across executive functions and the effective alignment of public service talent with distinction-based priorities.
- Promote the public service's health, employee engagement, psychological safety, and inclusive leadership practices through the effective stewardship of people, government capability, and workforce planning initiatives.
- Promote a culture of continuous learning, excellence, innovation, and accountability by investing in leadership development, employee growth, and the long-term sustainability of the public service.

Governance and Government Relations

- Serve as the primary liaison between elected leadership and the public service.
- Ensure effective implementation of decisions arising from the Provincial Métis Council, Cabinet, and other governance bodies.
- Support governance excellence through strong policy development, accountability frameworks, decision-making systems, and administrative practices that respect the role of the MNLA, Provincial Métis Council, Locals, Regions, and elected Métis leadership.
- Maintain the non-partisan integrity of the public service and ensure compliance with legislation, policy, and governance requirements.



Distinction-based Partnerships and External Relations

- Build and maintain productive relationships with Métis citizens, Locals, Regions, Indigenous governments, federal and provincial governments, municipalities, industry leaders, and community partners.
- Represent MN–S in distinction-based negotiations, intergovernmental relations, partnership discussions, and public forums in a manner that advances Métis-specific priorities, rights, jurisdiction, and Nation-building objectives.
- Advance opportunities that support Métis self-determination, economic development, citizen well-being, cultural continuity, Michif language revitalization, and long-term government sustainability.

Financial Stewardship and Risk Management

- Ensure responsible stewardship of public resources and government assets.
- Oversee annual budgets, long-term financial planning, and financial sustainability initiatives.
- Establish enterprise risk management frameworks and mitigation strategies.
- Monitor government performance and ensure achievement of distinction-based objectives.
- Ensure appropriate internal controls, corporate compliance, and accountability systems are maintained.



Government Sustainability

- Lead the continued evolution and modernization of government operations.
- Strengthen systems, structures, policies, and processes that support future growth.
- Ensure services and programs are positioned to meet the needs of current and future generations of Métis citizens across Saskatchewan, while recognizing regional realities, community priorities, and the broader Métis Nation.
- Promote evidence-informed decision-making and government resilience.

The Person

Experience & Education Requirements

- Master's degree in public administration, Business Administration, Governance, Law, Public Policy, Indigenous Governance, Leadership, or a related discipline.
- Equivalent combinations of education, executive leadership experience, and demonstrated success may be considered.
- Minimum ten (10) years of progressively responsible senior leadership experience in a complex organization or government.
- Minimum five (5) years of experience in an executive leadership role at the CEO, COO, Deputy Minister, Assistant Deputy Minister, Vice-President, Deputy Chief, or equivalent level.
- Demonstrated experience leading large-scale transformation, governance modernization initiatives, and distinction-based planning processes.
- Experience overseeing multidisciplinary operations, financial management, performance, workforce strategy, and enterprise risk management.
- Demonstrated experience working with Métis governments, First Nations governments, Inuit organizations, or Indigenous institutions, Métis citizens, Locals, Regions, or rights-bearing Indigenous governments is considered a significant asset.
- Strong understanding of Métis history, culture, identity, citizenship, rights, governance structures, and the importance of distinction-based approaches in public administration, policy development, program delivery, and intergovernmental relations.
- Experience supporting Métis self-government, Indigenous public administration, intergovernmental relations, policy implementation, or rights-based governance is highly desirable.
- Experience working within political, governmental, or broader public-sector environments is strongly preferred.



Knowledge, Skills & Attributes

Distinction-based Métis Government Leadership: Demonstrates extensive knowledge of distinction-based leadership in a Métis government context, including Métis self-government, Métis rights, citizenship accountability, public administration, government development, risk management, and fiscal stewardship. Provides distinction-based leadership that strengthens MN–S operations while ensuring governance, policy, programs, partnerships, and service delivery are designed to reflect Métis-specific priorities.

Government Transformation and Operational Excellence: Proven ability to lead complex government operations through periods of growth, transformation, and change while maintaining operational excellence, government effectiveness, and a focus on sustainable results.

Métis Governance and Nation-Building: Possesses a deep understanding of Métis history, culture, rights, citizenship, kinship, Michif language, Locals, Regions, and the broader Métis Nation Homeland, as well as Indigenous governance, self-government, and intergovernmental relations. Demonstrates a genuine commitment to advancing Métis self-determination, supporting elected Métis leadership, and strengthening MN–S as a distinct rights-bearing Métis government for current and future generations.

Relationship Building and Métis Government Relations: Builds and sustains trusted, distinction-based relationships with elected leadership, Métis citizens, Locals, Regions, governments, Indigenous partners, industry, and community organizations. Navigates complex political, cultural, regulatory, and intergovernmental environments with diplomacy, credibility, and professionalism while remaining accountable to the unique governance context of MN–S.



People Leadership: Aligns government capacity, workforce planning, leadership development, and succession planning with long-term government priorities. Creates an environment that supports employee engagement, public service health, psychological safety, and the development of high-performing teams.

Communication and Influence: Communicates with clarity, confidence, and integrity through exceptional written, verbal, interpersonal, negotiation, and public speaking skills. Effectively engages diverse audiences, builds consensus, and represents the government with professionalism and credibility.

Critical Thinking and Sound Judgment: Applies strong analytical, critical thinking, and decision-making skills to address complex issues and competing priorities. Demonstrates sound judgment, political acuity, and the ability to make informed decisions in a dynamic government environment.

Visionary and Results-Oriented Leadership: Provides inspiring leadership that motivates others around a shared vision while fostering a culture of accountability, collaboration, innovation, and service excellence. Leads with integrity and purpose to achieve meaningful outcomes for the Métis Nation–Saskatchewan and its citizens.

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. 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—preferably as one document) to **Wendy Romanko** at apply@leadersinternational.com, indicating the job title in the subject line.

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