



TNDC

OPPORTUNITY PROFILE

General Manager, Construction

About Tahltan Nation Development Corporation (TNDC)

Tahltan Nation Development Corporation (TNDC) is the business arm of the Tahltan Nation. TNDC pursues sustainable and responsible business and economic development opportunities in the region that lead to employment, training and business opportunities for Tahltan members.

TNDC provides heavy construction, earthworks, camp services, air support, aviation, energy, forestry, transportation, and fibre-optic communications services. TNDC serves the resource exploration, mine development and mining, building construction, forestry, hydroelectric power, civil, infrastructure and public works sectors. TNDC is also the contract airport for Dease Lake Airport, responsible for inspections, maintenance, and operations.

TNDC was established in 1985 to enable the Tahltan Nation to fully participate in economic activities and development within Tahltan Territory and to provide employment, training, and contracting opportunities for Tahltan members.

Together with its partners and backed by a trained and experienced local workforce, TNDC can support all aspects of resource and industrial development projects in Tahltan territory.

Since its inception in 1985, TNDC has established a reputation as an experienced, qualified, reliable and competitive corporation focused on safety, quality and integrity through its work on hundreds of resource and industrial projects.

Today, TNDC is one of the largest employers in Northwest British Columbia and in the top 5% of all British Columbia-based companies. In 2021, TNDC was rated the biggest First Nations business in B.C., ranked by total number of employees, in Business in Vancouver's annual listing.

Learn more at www.tndc.ca

The Opportunity

Step into a pivotal leadership role as General Manager, Construction with Tahltan Nation Development Corporation (TNDC), where you will lead the performance, growth, and long-term success of our construction division. Building on TNDC's 40-year legacy, you will set the strategic direction and oversee operations across a diverse portfolio of projects—ensuring excellence in safety, execution, and financial performance.

Reporting to the CEO or designate, you will drive end-to-end construction operations, from contract strategy and resource planning to workforce development and partnerships. Leading a team of construction managers, you will play a key role in strengthening TNDC's reputation, delivering high-

quality projects, and supporting sustainable growth while upholding Tahltan values and creating meaningful impact in the communities we serve.

Preferred locations are Calgary, Vancouver, Edmonton, Dease Lake, Ft. St. John

This role will require 50% travel

Key Roles & Responsibilities

Operational Excellence

- Provide senior leadership oversight of all construction operations across TNDC's project portfolio.
- Be a visible and courageous safety leader, modelling TNDC's values of Safety, Tahltan-Centred, Integrity, Respect, Trust, and Pursuit of Excellence.
- Ensure the safe, efficient, and environmentally responsible execution of work in alignment with HSE standards, regulatory requirements, and Tahltan values.
- Champion a culture of continuous improvement, operational discipline, and excellence across all job sites.
- Establish and enforce consistent company-wide construction standards, systems, and best practices.

Strategic & Contract Leadership

- Lead construction input into corporate strategy, business planning, and growth initiatives.
- Work closely with Business Development, Estimating, and Finance to shape bid strategy, contract structures, and risk profiles for new work.
- Oversee negotiation, approval, and governance of major construction contracts and partnerships.
- Ensure effective contract administration and risk mitigation across active projects.

Financial & Commercial Performance

- Maintain full P&L responsibility for the construction division.
- Develop, manage, and deliver annual budgets, forecasts, and long-term financial plans.
- Monitor portfolio-level financial performance, margins, and cash flow; implement corrective actions as required.

People, Culture & Capacity Building

- Provide leadership, mentorship, and direction to Construction Managers and Superintendents.
- Build and execute a long-term workforce strategy, including succession planning and leadership development.
- Uphold Tahltan cultural values and ensure construction operations positively impact the Tahltan community.
- Facilitate employment, training, and advancement opportunities for Tahltan members, supporting long-term economic self-sufficiency.

Partnerships, Stakeholder & Community Relations

- Act as a senior leadership representative for TNDC with key clients, partners, regulators, and community stakeholders.
- Maintain and strengthen relationships within TNDC partnerships, ensuring transparency, trust, and alignment.
- Proactively manage and resolve escalated project, partnership, or client issues.
- Represent TNDC in industry forums and strategic engagements.

The Person

Qualifications & Education Requirements

- Degree or diploma in Engineering, Construction Management, Business Administration, or a related field (or equivalent experience)
- Minimum 10 years of progressive leadership experience in heavy civil or mining construction
- Minimum 5 years in a senior leadership role with full operational and financial accountability
- Proven success managing complex, multi-project construction portfolios with strong financial performance
- Experience with Lean Management / Lean Construction principles is an asset

Sector Experience:

- Heavy Civil Construction (required)
- Mining (required)
- Oil, Gas, or Industrial projects (asset)

Knowledge, Skills & Attributes

Leadership and Strategic Direction

Provides strong, decisive leadership and strategic direction, translating organizational priorities into clear plans and results while effectively leading diverse, multi-site teams in dynamic environments.

Construction and Project Delivery Expertise: Brings a deep understanding of construction operations, project delivery, and risk management, with the ability to oversee complex activities while maintaining a focus on safety, quality, schedule, and performance.

Financial and Commercial Acumen: Demonstrates strong financial and commercial judgment, balancing operational priorities with sound business decisions to support sustainable growth and long-term value.

Communication and Decision Making: Communicates clearly and confidently, negotiates effectively, and applies sound judgment to complex operational and business decisions. Builds alignment and maintains accountability across teams and partnerships.

Tahltan Relationships and Cultural Respect: Demonstrates respect for Tahltan values, culture, and land stewardship, building trusted relationships with Tahltan leadership and community members and incorporating Indigenous perspectives into planning and decision-making.

People Development and Capacity Building: Committed to mentorship, workforce development, and building long-term capacity for Tahltan members. Creates opportunities for employees to develop their skills, assume greater responsibility, and contribute to TNDC's continued success.

Environmental Stewardship and Sustainability: Promotes environmental responsibility and sustainable construction practices, ensuring operational decisions reflect a commitment to responsible development and stewardship of the land.



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 **Ardyce Kouri, Wendy Romanko or Luke Shin** at apply@leadersinternational.com, indicating the job title in the subject line.

Leaders International Executive Search

www.leadersinternational.com