



TNDC

OPPORTUNITY PROFILE

Vice President of Operations

About Tahltan Nation Development Corporation

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 at the Dease Lake Airport, responsible for inspections, maintenance and operations.

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

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

Since its inception in 1985, TNDC has established a reputation as an experienced, qualified, reliable and competitive corporation focussed 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

TNDC is seeking a Vice President of Operations to lead in British Columbia's Golden Triangle, one of the most mineral-rich regions on earth and the site of some of the most significant mining developments of this generation. This is a chance to put your name on projects that will shape the Canadian mining industry for decades. This role will be engaged with senior leaders from major global mining companies, Tahltan leadership, and government partners.

As the Vice President of Operations at TNDC, you have a unique opportunity to build on TNDC's 40-year legacy of leadership, innovation, and community-driven economic development. This position offers the chance to contribute to TNDC's mission of "Building Trust, Building Futures" and play an instrumental role in creating long-term benefits for the Tahltan Nation.

Reporting to the Chief Executive Officer and/or designate, you will be accountable for all TNDC's operating lines, including Aggregates, Fleet, Aviation, and Construction, within the Tahltan Territory. You will support the operational direction for the organization, drive safe and profitable performance across

each business line, and support critical mineral development and economic empowerment for the Tahltan Nation.

You will lead the General Managers and operational leaders responsible for each line of business, holding overall accountability for operational profit and loss, safety, regulatory compliance, and client satisfaction. You will demonstrate TNDC's values of Safety First, Safety Always, Tahltan-Centered, Integrity, Trust, Respect, and Pursuit of Excellence in daily work, while applying Lean principles and change management to improve efficiency, reduce waste, and deliver value to clients and partners.

Preferred locations are Dease Lake, Fort St. John, Vancouver, Calgary, and Edmonton. This role will require 50% travel.

Key Roles & Responsibilities

Strategic Leadership and Operational Excellence

- Provide executive leadership and direction to all TNDC operating lines, including Aggregates, Fleet, Aviation, and Construction, setting and achieving goals for safety, quality, budget, schedule, and client satisfaction.
- Develop and execute an integrated operations strategy that aligns each business line with TNDC's strategic plan and sustainable growth objectives.
- Identify synergies across operating lines, such as shared equipment, crews, logistics, and camp and site services, to optimize resource allocation and reduce cost.
- Apply Lean principles to streamline operations, eliminate waste, and enhance value in service and project delivery; champion continuous improvement across all departments.
- Lead change management initiatives, including communication plans and implementation strategies, to support the successful adoption of new processes, systems, and structures.
- Oversee the implementation of project management, maintenance, and operational tools that support accurate planning, reporting, and financial controls.

Operating Line Oversight

- **Construction:** Oversee heavy civil construction and mine development projects, ensuring they are delivered safely, on time, within budget, and to the highest quality standards.
- **Aggregates:** Oversee pit and quarry operations, including production planning, quality control, inventory, sales, permitting, and reclamation obligations.
- **Fleet:** Oversee the management of TNDC's heavy equipment and light vehicle fleet, including utilization, preventive maintenance, asset lifecycle and replacement planning, rentals, and regulatory compliance.
- **Aviation:** Oversee aviation operations, ensuring full compliance with Transport Canada and the Canadian Aviation Regulations, maintenance of a strong Safety Management System (SMS), and safe, reliable service to clients.
- Monitor the performance of each operating line against established KPIs and take timely corrective action where results fall short of targets.

Health, Safety, Environment and Risk Management

- Uphold TNDC's commitment to Safety First, Safety Always by promoting and enforcing a strong safety culture across every operating line.
- Ensure all operations meet applicable health, safety, environmental, and regulatory requirements, including permits and certifications specific to aggregates, fleet, aviation, and construction activities.
- Identify, assess, and mitigate operational, financial, and reputational risks across the operations portfolio.
- Work with the HSE team to review incidents, lead corrective actions, and share lessons learned across business lines.

Financial and Business Acumen

- Hold overall accountability for operational profit and loss, including the development and management of annual operating and capital budgets for each business line.
- Develop strategies to maximize profitability, asset utilization, and resource efficiency, supporting TNDC's strategic focus on sustainable growth.
- Partner with the CEO and leadership team to identify new opportunities in heavy construction, aggregates, fleet services, aviation, and critical mineral development, positioning TNDC as a preferred contractor in the Tahltan Territory.
- Support estimating, tendering, and contract negotiations, and ensure operations meet the terms of client and partnership agreements.
- In conjunction with staff, establish companywide systems and procedures for reporting, project controls, financial controls, and employee relations.
- Set measurable standards of performance for each department and measure that performance against established goals.

Cultural Integration and Community Impact

- Uphold Tahltan cultural values, ensuring operations positively impact the community and the environment.
- Facilitate employment, training, and advancement opportunities for Tahltan members across all operating lines, building local capacity and fostering long-term economic independence.
- Work with the Partnerships team to support the inclusion of Tahltan-owned businesses in TNDC's supply chain and to meet commitments under partnership agreements and Impact Benefit Agreements (IBAs).

Team Leadership and Development

- Lead, mentor, and manage direct reports, including annual performance reviews, periodic progress reviews, and the establishment of annual goals that align with TNDC's values and strategic objectives.

- Build a strong operational leadership bench through succession planning, leadership development, and targeted training.
- Support employee engagement and retention initiatives, working with Human Resources to foster an inclusive, respectful, and high-performing workplace.
- Cultivate a work environment rooted in Accountability, Integrity, Respect, and Unity, fostering teamwork, cultural respect, and an unwavering commitment to safety.

Stakeholder Engagement and Reporting

- Act as a key representative for TNDC with clients, partners, regulators, and community stakeholders, championing TNDC's reputation for excellence and cultural integrity.
- Serve as the senior escalation point for operational issues, resolving them with respect and professionalism.
- Monitor and report on operational, financial, and safety performance to the CEO and/or designate and prepare reports for the Board as required.
- Clearly communicate the company's operational status and direction to staff, owners, and partners.

The Person

Qualifications & Education Requirements

- 20+ years of progressive leadership experience in heavy civil construction, mining, or resource-sector operations, including at least 10 years in a senior leadership role overseeing multiple business lines.
- Proven experience managing profit and loss for large-scale, multi-site operations (portfolios of \$100M+).
- Experience overseeing some combination of aggregates, fleet or heavy equipment, aviation, and construction operations is highly desirable.
- Proven experience leading multidisciplinary teams in remote or challenging environments.
- Experience working within Indigenous or community-focused organizations.

Key Competencies

- Strong strategic, analytical, and operational leadership skills, with the ability to implement Lean methodologies to optimize performance.
- In-depth financial acumen, including budgeting, cost control, capital planning, and strategic growth in the construction or natural resources sectors.
- Working knowledge of the regulatory environment for each operating line, including workplace safety, environmental, mining and aggregate permitting, commercial vehicle, and aviation requirements.
- Skilled in change management and in leading organizations through growth and transformation.

- Skilled in managing culturally diverse teams and building inclusive environments, especially within Indigenous communities.
- Proficiency in construction and project management software, fleet and maintenance management systems, ERP and reporting tools, and the Microsoft Office Suite.
- Strong knowledge of industry regulations, environmental standards, and safety protocols across heavy civil, mining, aggregates, fleet, and aviation operations.

Cultural Competencies

To effectively lead TNDC, the Vice President of Operations must possess cultural competencies that foster trust, respect, and collaboration with the Tahltan Nation:

Understanding of Indigenous Values and Protocols

- Knowledge of Tahltan cultural practices, values, and protocols, ensuring project operations align with Indigenous perspectives on land stewardship and community well-being.

Relationship-building and Community Engagement

- Ability to build strong, trusting relationships with Tahltan community members, leaders, and other Indigenous partners, ensuring transparent communication and alignment with community priorities.

Cultural Sensitivity and Respect

- Demonstrate respect for diverse cultural perspectives, promote inclusive communication, and actively integrate Tahltan cultural insights into project planning and operations.

Empowerment and Capacity Building

- Focus on creating opportunities for Tahltan members through training, workforce development, and mentorship, supporting long-term economic self-sufficiency.

Environmental and Social Responsibility

- Uphold TNDC's commitment to environmental sustainability and community well-being, ensuring responsible project practices that benefit both the land and the people.

Knowledge, Skills & Attributes

Technical and Industry Skills

- Proficiency in construction management software, Microsoft Office Suite, and advanced project controls, with expertise in lean management tools.
- Strong knowledge of industry regulations, environmental standards, and safety protocols, particularly in heavy civil and mine development projects.
- Ability to complete the following reports: Daily Construction Reports, Weekly Progress Reports, and Monthly Project Reports.
- Capable of representing the company publicly in a professional manner.

- Time Management. Develop, organize, plan and have time management abilities to utilize, solve problems creatively, manage/schedule multiple priorities, and adhere to deadlines.

Communication and Cultural Awareness

- Exceptional verbal and written communication skills with a demonstrated ability to integrate Tahltan cultural perspectives into operational practices.
- Skilled in stakeholder engagement, building trust, and maintaining open communication channels with Tahltan community members, project partners, and clients.
- Must possess writing and verbal communication skills, including proper email etiquette and the ability to work effectively with other team members.

Core Values and Work Ethics

- Embodies TNDC's principles of Accountability, Integrity, Respect, and Unity, promoting these values throughout operations and interactions.
- Demonstrates a strong commitment to safety, ethical standards, and cultural respect in all aspects of leadership and project execution.
- Attitude of safety-first always.
- Work ethic of loyalty, integrity, pride, perseverance, accountability, respect, and teamwork.
- Maintains a positive attitude and morale.
- Strong interpersonal skills.
- Self-motivated and ability to function independently and in a team.
- Continually uphold the highest degree of control and leadership.

Compensation

Base Salary is \$250,000-\$280,000 per annum with excellent benefits and bonus. 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. We invite candidates to contact us directly with any accommodation requests.

To apply, please email a cover letter and resume (PDF or Word document only – preferably as a single document) to **Ardyce Kouri** or **Wendy Romanko** at apply@leadersinternational.com, indicating the job title in the email's subject line.

Leaders International Executive Search

www.leadersinternational.com