

Leaders

INTERNATIONAL

Executive Search



Chief Operating Officer



HAISLA NATION



Haisla Nation

The Haisla people have been living off the land and waters of their traditional territory for thousands of years, and continue to do so to this day.

The mission of the Haisla people is to continue to build a great, prosperous and proud community, healthy in mind, body and spirit. To achieve this, Haisla Nation works with a sense of respect to attain strength and independence for its 1850 proud community members by seeking to foster strong partnerships with the Canadian and provincial governments, businesses, the community, and internally.

Through careful and deliberate economic development, Haisla Nation strives towards self-sufficiency, sustainable and realistic economic opportunities to bring benefit to the Haisla people and therefore to every British Columbian.



The Position

Reporting directly to the Chief of Council, the Chief Operating Officer (COO) is a vital contributing member of Haisla Nation's executive leadership team. As the senior operations leader for the nation, the COO will provide the leadership, strategy and vision necessary to ensure the Haisla Nation Council (HNC) has the required operational controls, administrative/reporting procedures, and that the right people and systems are in place for the effective oversight of the organization. To facilitate the healthy, productive and well-planned growth the Haisla Nation, the COO will lead, develop and implement a new Strategic Plan and Community Plan.

In alignment with the organizational strategy, vision, mission and goals, the COO will provide oversight and guidance to approximately 115 staff through seven direct reports (Education, Youth, Community Development, Human Resources, Fisheries, Lands, and K-7). She/he will also guide their teams to work collaboratively with the CEO of HNC's business portfolio to ensure community members gain access to training, employment and business opportunities.

Additionally, the COO will foster a positive, communicative, and progressive environment and will engage in a respectful manner with staff to facilitate continuous improvement and innovation, quality control, service excellence and positive financial performance. The successful incumbent will cultivate efficient collaboration with internal and external resources to achieve excellent financial strength and operating efficiency. She/He will work closely with Human Resources to ensure effective employee performance through the implementation of productive goals and performance measurement tools and standards.



Qualifications

The successful candidate for the COO role is an adaptable and resourceful leader. She/He has a commitment to the organization's mission and values including integrity, credibility and quality. The new COO will have the following key credentials and attributes:

- A post-secondary degree in business or public administration or a related field.
- At least seven years of senior level leadership experience; with a minimum of five years at a senior leadership level in a First Nations organization.
- A solid understanding of advanced business planning within the confines of Federal funding agreements.
- Proven experience with strategic and financial planning and analysis as well as successful previous experience overseeing a dynamic and modern human resources function.
- Excellent people skills, with an ability to work collaboratively and mentor staff within a fast-moving environment.
- Adept at generating and utilizing data and performance metrics in decision-making processes.
- A compassionate approach to employees, communities and stakeholders who are dedicated to creating a prosperous future for Indigenous Peoples.
- Ability to multi-task and foster a solutions-oriented approach within an fast-paced environment.



Additional Information

For more details or to further explore this strategic leadership opportunity, please contact:

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Leaders International specializes in the recruitment of Board of Directors, leadership succession and executive level positions. Our global network, **Penrhyn International**, is a world leader in the executive recruitment industry, with more than 47 offices in over 25 countries on 5 continents.

To learn more about the **Haisla Nation Council**, please visit www.haisla.ca.