



**yáqʷa**  
DEVELOPMENT  
CORPORATION

# Chief Executive Officer

## About yáqʷa

yáqʷa Development Corporation is an independent economic development corporation, wholly owned by the Haisla Nation. yáqʷa currently oversees businesses in retail, real estate and energy, including the multi-billion dollar Cedar LNG Project. The Corporation is entering a deliberate growth phase that will include the strategic development of its energy portfolio, and additional divisions. Learn more at [yaqwadevcorp.com](http://yaqwadevcorp.com)

## Candidates Will Have

- Bachelor's degree in business, finance, economics, engineering, public administration, or related field
- Graduate education (MBA or equivalent) strongly preferred
- 15+ years of progressive leadership experience, including senior executive roles with enterprise-wide accountability
- Demonstrated experience building organizations, forming executive teams, and scaling complex operation
- Proven success in any of the following domains: energy, real estate, investment, retail/services, or Indigenous economic development.
- A proven track record in government relations at both a Provincial and federal level is considered an asset
- Strong Board governance experience and comfort operating in public, community, or Nation-accountable environments

Send you CV to [hr@yaqwadevcorp.com](mailto:hr@yaqwadevcorp.com)





## Position Overview

The Chief Executive Officer (CEO) is yáqʷa's most senior executive role and is accountable to the Board of Directors for the overall performance, growth, governance, and long-term sustainability of the organization.

Working in close partnership with the Board, the CEO will provide enterprise-wide leadership over existing operations while designing, building, and implementing yáqʷa's future organizational structure, executive leadership model, and diversified business portfolio. This role requires a seasoned executive with demonstrated experience building organizations, leading complex enterprises, and an advocate for advancing Indigenous economic development in a values-based and commercially disciplined manner.

This position will initially be located in Kitimat, with a hybrid model considered for candidates based in locations with direct flight to Terrace, BC with an additional 20% travel requirement. This position may be eligible for paid relocation. All applicants must have the legal right to work in Canada. No agencies.

## Key Responsibilities

### Enterprise Leadership & Governance

- Serve as the primary executive advisor, reporting to the Board of Directors
- Lead development and execution of multi-year corporate strategy, annual business plans, and budgets
- Establish and maintain governance frameworks, delegated authorities, policies, and reporting systems appropriate for a growing organization
- Ensure transparency, accountability, and alignment with Haisla values and Board direction

### Oversight of Existing Operations

- Provide senior executive oversight of all operating businesses to ensure financial performance, safety, compliance, and service quality
- Establish performance expectations, KPIs, and accountability mechanisms for operational leadership
- Support disciplined growth, capital planning, and risk management across existing divisions



## **Organizational Design & Executive Leadership**

- In partnership with the Board, design yáqwa's organizational and divisional structure
- Define executive and senior leadership roles to support current operations and future growth
- Participate in the recruitment, onboarding, leadership, and evaluation of senior management team, as positions are established and approved

## **Capital Allocation and Investment Opportunities**

- Lead enterprise-level capital allocation and investment decision-making within Board-approved parameters
- Negotiate and manage strategic partnerships, joint ventures, and funding arrangements
- Represent yáqwa in senior-level discussions with governments, utilities, developers, lenders, and investors

## **People, Culture and Values Leadership**

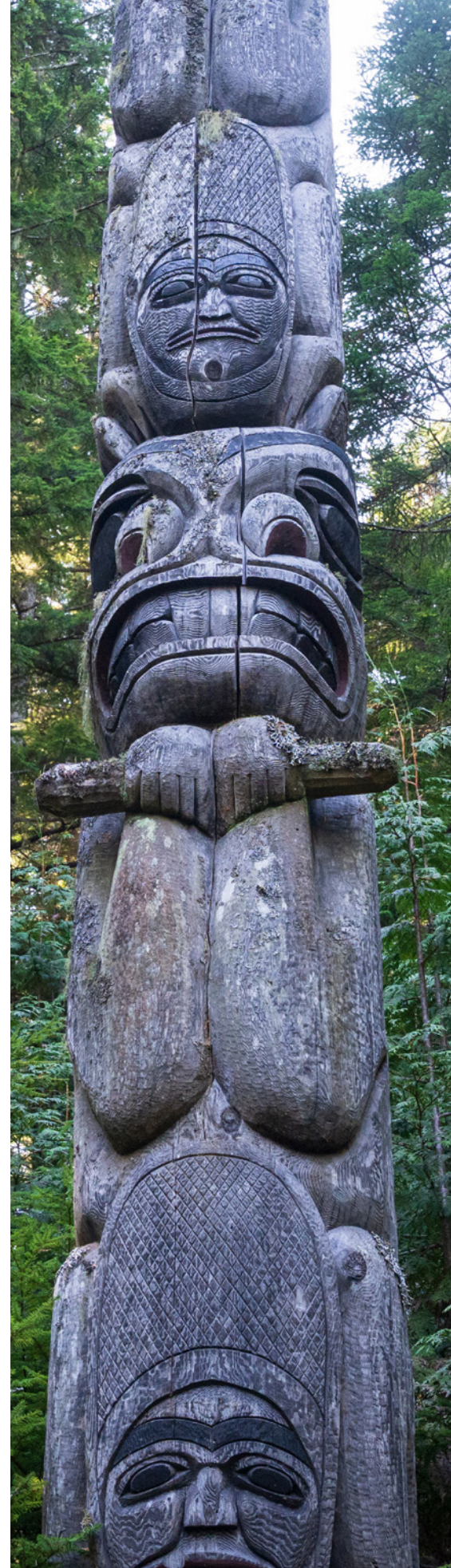
- Champion a values-based organizational culture grounded in Haisla principles
- Lead talent development, succession planning, and leadership capacity-building
- Foster a high-performance environment based on accountability, respect, and shared purpose

## **Strategic Development of New Initiatives**

- Lead the identification, evaluation, and prioritization of new economic opportunities aligned with Haisla priorities
- Oversee development of Board-ready business cases, feasibility studies, and implementation plans for new divisions
- Oversee the phased launch of new divisions
- Ensure new initiatives are established with appropriate governance, leadership capacity, and financial controls

## **Financial Stewardship and Risk Management**

- Ensure robust financial management, forecasting, audit processes, and internal controls
- Implement enterprise risk management practices across operating businesses and development initiatives
- Safeguard yáqwa's assets, reputation, and long-term financial sustainability





## External Relations and Representation

- Act as yáqʷa's senior representative with the Haisla Nation, provincial and federal governments, municipalities, regulators, and partners
- Build and maintain strong relationships that advance yáqʷa's strategic interests and community outcomes

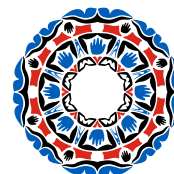
## Why Join yáqʷa

This is a rare opportunity to serve in a Nation-defining leadership role. The CEO of yáqʷa will shape a growing economic development organization with a mandate to create long-term prosperity for the Haisla Nation and help define the future of Canada's energy sector. The role offers significant scope, influence, and the opportunity to build something enduring, commercially strong, culturally grounded, and community focused.

## How to Apply

Candidates who meet the criteria are invited to submit a resume and brief cover letter/email to:  
[hr@yaqwadevcorp.com](mailto:hr@yaqwadevcorp.com)

yáqʷa Development Corporation encourages applications from Indigenous Peoples (First Nations, Métis, and Inuit). Only qualified applicants will be considered. Only those selected for an interview will be contacted.



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