



KENPESQ'T
TERRITORIAL OPERATIONS
(250) 341-3678

GENERAL MANAGER

Kenpesq't Holdings LTD.

Mission

To lead day to day operational activities and management of Kenpesq't Holdings LTD in alignment with overarching community and leadership strategic priorities and objectives.

Background

Kenpesq't Holdings Ltd. (KHL) is an owned entity of the Shuswap Band (SB) located in Invermere BC. KHL is responsible to lead economic development ventures and manage works on behalf of the SB.

Who Are You?

You bring humanity to business leading with empathy and understanding. You take action through collaboration and challenging the status quo.

A master project manager and communicator, you provide clarity, care, and consistently coach teams by developing skills that build confidence and competency. You navigate challenges by sparking and applying creative and innovative solutions with your team.

You have experience managing construction projects and Indigenous initiatives that balance social, cultural, and environmental objectives.

What Will You Do?

You will improve the efficiency and profitability of all SB operations. Working with the SB team, you will develop and implement objectives and tactical priorities that align with the strategic plan. With clear direction and consistent communication, you will aim to maintain team accountability.

You will create a culture of feedback and appreciation that sets the tone for engaging discussion. You will drive team performance by continuously improving process with people.

You will embrace a long term "7 Generations" perspective for all resource development on SB.

You will provide and ensure concise regular reports to the Board and Chief and Council on all activities for which the GM has responsibility.

Key Responsibilities

- Oversee the day-to-day operations of KHL and its Limited Partnerships, while acting as the Board of Director's formal link to KHL operational needs and performance.

- Support development of the KHL Strategic Business Plan based on direction from the Board that is consistent with SB values, interests, and mandates.
- Oversee financial management of KHL and its operating entities, inclusive of operating revenue and expenses, including the development of operating plans and annual budgets.
- Support the assessment and advancement of business opportunities developed by SB and the Board of Directors, including conducting appropriate due diligence activities.
- When required, work with senior management and the SB to procure funding opportunities for projects.
- Provide monthly and/or quarterly reports on financial and operational performance, relevant trends, and business risks to the KHL Board of Directors to support the Board's oversight function of KHL.
- Work with an HR Consultant in hiring, developing, and evaluating project managers, field staff, consultants, and contractors within approved contracts and budgets.
- Guide and manage all staff within KHL, including identification of key gaps and development of job descriptions.
- Work with operational and finance representatives from KHL partners and clients to ensure good communications and relations.
- Create a culture within the company that accounts for Indigenous values and cultural traditions of the SB, as well as principles related to Environmental, Social and Governance (ESG).
- Develop and maintain effective working relationships with SB contractors.
- Encourage, support, and otherwise mentor Shuswap members to advance small business opportunities and develop capacity within the KHL organization.

Qualifications

- Successful Experience in General / Operational Management fields with a focus on Construction Projects, Indigenous initiatives and balancing of social, cultural, and environmental objectives.
- A high degree of cultural competency and knowledge of Indigenous communities, knowledge of the SB and its culture considered to be an asset.
- Demonstrated high level leadership abilities. Proven ability to lead with a coaching, and team building approach.
- Ability to lead the creation, implementation, monitoring and updating of operational policies and procedures to ensure sustained and profitable business enterprises and positive work environments.
- Financial and risk management skills is required, including knowledge of financial statements and key financial performance indicators, and the ability to interpret risk and return trade-offs.
- Knowledge and experience in natural resource development, large construction projects, and field monitoring programs is required.
- Experience with managing joint venture arrangements with other businesses is an asset.
- 7+ years Project Management experience and accreditation.

- A Bachelor of Commerce degree, or equivalent bachelor's degree with a focus on business, or equivalent experience is preferable. A Master of Business Administration degree and / or related a professional designation is an asset.
- Experience leading a company through start up or scaling up operations, managing a \$4-5 million annual operating budget.
- Possess a valid Class 5 British Columbia Driver's License, able to submit current drivers abstract and have reliable transportation.
- Must be able to work onsite, in Invermere, BC.

Personal Attributes

- Demonstrated success in building a collaborative environment with high functioning, cross-functional teams, and community partners.
- Proven ability to balance project management, adhere to policies and align with strategic direction.
- Proven ability to maintain team accountability and drive individual ownership. Can demonstrate coaching and communication techniques that inspire performance.
- Exceptional at building capacity, trust, and transparency with all team members.
- Natural ability to communicate clearly and concisely. Verbal, written and presentation skills are consistently demonstrated.
- Agile and able to drive change in collaboration with key stakeholders and community partners.
- Calm, cool, and collected with an amazing ability to master peace and presence when challenged.
- The ability to be impartial, trustworthy, respectful of confidentiality, and avoid any conflicts of interest.
- An understanding of the history of First Nations in British Columbia, and an interest to learn more about the history, culture, practices, socioeconomic conditions, rights, and future vision of Indigenous peoples.

Schedule. Compensation. Conditions of work

This is a full-time, year-round opportunity. Schedule based on project work. Office hours are 8am – 4pm, Monday – Friday. Wage ranges from \$105,000 - \$115,000 per year.

We offer a wide variety of perks including:

- Generous vacation including 2 weeks paid holiday over Christmas
- Employer matched pension plan
- Extensive health and benefits package
- Bi-weekly healthy food box

- Dynamic work environment

Additional Information

We value diversity and welcome all qualified candidates to apply. Employment and promotion of an Indigenous person or Shuswap Band members will be administered in a fair and reasonable manner and is consistent with the Canadian Human Rights Commission Policy on “Aboriginal Employment Preference.”

How to Apply

If interested, please apply to nmorgan@shuswapband.ca by July 8, 2022. Only qualified candidates will be contacted.