



## Position Profile

# Chief Financial Officer

Reports To: Chief Operating Officer \*

Direct/Indirect Reports: 15+

Organization: Nlaka'pamux Nation Tribal Council

Date: September 2025

### ABOUT NLAKE'PAMUX NATION TRIBAL COUNCIL

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The Nlaka'pamux Nation Tribal Council (NNTC) is a governing body of the Nlaka'pamux Nation. Carrying out its mandate for over 40 years, NNTC exists to protect and advance the Nlaka'pamux title and rights and is involved with the exercise of jurisdiction, cultural and natural resources, environmental sustainability, emergency management, food sovereignty, economic independence, health, and well-being. NNTC is an Nlaka'pamux entity, not a provincially or federally incorporated or regulated body however, NNTC utilizes a number of associated entities doing work in relation to archaeology, environment, wildlife, construction, and solar power to support its mandate. NNTC is dedicated to acting in the best interests of the Nlaka'pamux.

### ABOUT THE CHIEF FINANCIAL OFFICER

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The Chief Financial Officer (CFO) will be a key member of NNTC's senior leadership team, tasked with shaping the financial strategy and building the systems, processes, and teams that will power the organization's next phase of growth. This is a rare opportunity to lead finance in a complex, multi entity environment where revenues are expanding rapidly, new ventures are constantly emerging, and the scope of work spans some of the most exciting sectors in the market including mining, renewable energy, agribusiness, real estate, tourism, infrastructure, and more.

This is not a conventional CFO role. You will be at the table for high stakes decisions, evaluating opportunities, structuring deals, and creating the financial roadmaps that bring ambitious projects to life. You will partner closely with the COO, and other leaders to ensure every decision is grounded in strong analysis and aligned with the Nation's long-term sustainability.



Your mandate will be as much about building as it is about managing. You will design and implement robust financial policies and controls, bring discipline and governance to a high growth organization, and lead the stabilization and optimization of enterprise systems, including addressing challenges and unlocking the full potential of recent NetSuite and Workday implementations.

We are looking for a leader who thrives in a high energy, high change environment, someone who can challenge ideas constructively, flag risks in real time, and offer clear, actionable recommendations, while moving forward decisively once decisions are made. You will review and reimagine the finance team structure to align with future growth, mentor high performing talent, and create a culture of accountability, collaboration, and excellence.

## KEY LEADERSHIP ACCOUNTABILITIES

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### Strategic Financial Leadership

- Partner with the COO and executive team to set long-term financial strategies that align with the organization's ambitious growth objectives.
- Provide direct, data-driven insights to guide business decisions and investment priorities.
- Lead budgeting, forecasting, and financial modeling across all entities.
- Evaluate, structure, and support new ventures across diverse sectors, including mining, renewable energy, agribusiness, real estate, tourism, infrastructure, and other emerging opportunities.
- Engage in deal-making, commercial analysis, and strategic partnerships to drive revenue growth and diversification.

### Financial Management and Reporting

- Oversee all accounting, budgeting, forecasting, and cash flow management functions.
- Ensure accurate and timely financial reporting that meets applicable standards. Overall financial reporting, investment strategies, and other strategic decisions will be reviewed, with input from the Senior Management Team incorporated, and then, as appropriate, escalated to the Chiefs for approval.
- Maintain effective systems for consolidated reporting across multiple entities.

### Financial Governance and Controls

- Design, implement, and enforce robust financial policies, internal controls, and compliance frameworks.
- Ensure compliance with all applicable legislation, regulations, and funding agreements.
- Oversee preparation for and completion of clean, unqualified audits.

### System and Process Improvement

- Lead stabilization and optimization of enterprise systems, including remediation of NetSuite and Workday implementations that are delayed, over budget, and facing data integrity challenges.



- Manage dual systems in the short term while enabling reliable, consolidated reporting across all entities.
- Drive adoption of technology and automation for improved financial operations.
- Implement automation and process improvements to increase efficiency and accuracy.

### Growth and Funding

- Work with program leaders and grant teams to identify and secure funding opportunities, particularly those supporting Indigenous communities.
- Support due diligence, financial modeling, and integration planning for partnerships and acquisitions.

### Leadership

- Build and mentor a high-performing finance team with clear roles, accountability, and development opportunities.
- Review the current finance team structure and create a model that aligns with future organizational growth and needs.
- Provide candid and timely advice to leadership, identifying potential risks and offering well-considered recommendations, while demonstrating full support for the direction set once a decision is made.
- Work closely with operations, HR, and legal teams to align financial strategies with business needs.
- Ensure clear communication and decision-making channels between finance and other business units.

## EDUCATION AND EXPERIENCE REQUIREMENTS

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A post-secondary degree in finance, business, or a related discipline with a Chartered Professional Accountant (CPA) designation, complemented by 10 or more years of progressive senior financial leadership experience. An equivalent combination of education and experience will be considered.

- Experience as a CFO or senior finance executive in a public, large private, or Indigenous governance organization.
- Public practice accounting experience is considered an asset.
- Proven success in developing and implementing financial policies, internal controls, and governance frameworks in complex, multi-entity environments.
- ERP implementation, optimization, and remediation experience, with strong technical systems aptitude.
- Demonstrated ability to build, mentor, and lead high performing teams in fast paced, entrepreneurial, and high growth environments.
- Strong track record in managing intercompany transactions, consolidations, and reporting for multiple entities.



- Exceptional communication, leadership, and change management skills, with the ability to influence and collaborate at all levels.
- Experience managing grant funding, government funding agreements, and compliance reporting; knowledge of Indigenous business or community contexts is an asset.
- Operate effectively in a high energy, high change environment, maintaining resilience and adaptability.
- High degree of integrity, professionalism, and accountability in all financial matters.

## SUCCESS TRAITS

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### Strategic Operator

Balances long term vision with delivering short term results, ensuring strategy translates into measurable outcomes.

### Change Leader

Confident driving transformation in people, processes, and systems, adapting quickly while seeing initiatives through.

### Business Partner

Brings financial insight to operational and strategic decisions, collaborating across the organization to drive performance.

### Communicator

Clear, direct, and credible, able to deliver both good news and hard truths while building trust at all levels.

### Builder

Creates structure and scalability in evolving organizations, designing teams, systems, and processes that support growth.

### Entrepreneurial Mindset

Identifies and executes opportunities across multiple sectors, navigating complexity with confidence.

### Resilient and Grounded Decision Maker

Brings focus and discipline to discussions, using data to guide choices, constructively challenging ideas when needed, and remaining adaptable and committed once the final decision is made.

### Low Ego Leader

Prioritizes the success of the organization over personal recognition, fostering collaboration, trust, and respect across the team.



This is more than a finance role; it is a strategic leadership position where your insights will shape major decisions, your expertise will strengthen our operational foundation, and your vision will guide a talented team to new levels of performance. You will have the opportunity to influence the direction of diverse ventures, contribute to initiatives that drive economic growth, and play a key role in creating lasting value for the Nation and its enterprises. If you thrive on challenge, excel at building in complexity, and want to leave a lasting mark on an organization making a meaningful impact, this role offers that and more.