

GENERAL MANAGER

Type of Position: Full-time, permanent

Closing Date: Until position filled

About the Position:

Stswecem'c Xget'tem Development Corporation (SXDC) is a progressive and dynamic Indigenous-owned corporation dedicated to fostering economic growth and prosperity for the Stswecem'c Xget'tem First Nation. As a multifaceted organization, SXDC oversees the community Fuel/Store operations, Big Bar Guest Ranch, Meadow Lake Ranch, and Forestry operations. We take pride in our commitment to preserving cultural heritage and values while creating sustainable economic opportunities for our community.

With a diverse portfolio of projects and ventures, SXDC is continuously exploring and developing new business operations to further enrich the Nation's economic landscape. As such, we are currently in the process of creating innovative business plans to expand our impact and contribute to the well-being of our community members.

SXDC is seeking a results-oriented and visionary leader to fill the role of General Manager. Reporting to the Board of Directors, the General Manager will oversee the operations and drive economic development initiatives for the Stswecem'c Xget'tem First Nation. This is a unique opportunity to play a pivotal role in advancing the Nation's economic interests while promoting cultural preservation and community empowerment.

Key Responsibilities

Economic Development Duties:

- Oversee the day-to-day operations of SXDC, ensuring efficient and effective performance across all departments
- Collaborate with the Board of Directors to develop and execute long-term business plans and strategies
- Identify and pursue viable economic development opportunities that align with the Nation's values and aspirations
- Foster strong relationships with stakeholders, government agencies, and potential partners to facilitate collaboration and growth
- Carry out appropriate due diligence and risk management to facilitate high-quality investing decisions to advance the business and increase profits
- Stay informed of and up-to-date on federal and provincial economic policy or legislative changes which affect departmental activities and recommend changes to SXDC legislation or departmental policies
- Champion initiatives which support the preservation of Stswecem'c Xget'tem culture, heritage, and traditional practices

Financial Duties:

- Monitor and evaluate the financial performance of SXDC, ensuring fiscal responsibility and sustainability
- Ensure compliance with relevant laws, regulations, and corporate governance requirements
- Set up and ensure compliance with robust financial planning, monitoring and evaluation processes
- Support the preparation and evaluation of business plans including detailed financial projections
- Report regularly to the Board of Directors on the progress of projects, financials, and overall performance

Administrative Duties:

- Provide strategic leadership and guidance to the organization, in alignment with the goals and aspirations of the Stswecem'c Xget'tem First Nation
- Establish and implement operational policies, procedures, goals, and objectives, conferring with the Board of Directors and staff as necessary
- Manage and supervise staff including preparing work schedules and assigning specific duties
- Determine staffing requirements and oversee the interview, hiring and training of new employees with the assistance of the other SXDC supervisory staff
- Maintain strict confidentiality in performing duties and demonstrate personal attributes of integrity, respect, trust, honesty, compassion, and accountability
- Promote a positive and inclusive work culture, fostering professional growth and development for team members

Skills and Qualifications

Knowledge, Skills, and Abilities:

- Demonstrated track record in successfully developing and executing economic development strategies and initiatives
- Knowledge of joint venture partnerships, memorandums of understanding, and other partnerships types
- Experience carrying out research and analysis, writing proposals and reports
- Experience working with First Nations communities and Governments
- Excellent written and verbal communication skills
- Exceptional leadership and decision-making skills, with the ability to inspire and motivate others
- Excellent negotiation, and relationship-building abilities
- Demonstrated problem solving skills
- Financial acumen and proficiency in budgeting, financial analysis, and risk management
- Knowledge of Indigenous governance, rights, and self-determination principles
- Knowledge of tourism sectors in BC
- Knowledge of forestry industry

- Strong understanding of Indigenous culture, values, and the socio-economic challenges faced by Indigenous communities
- Ability to work collaboratively with diverse stakeholders and community members
- Follow all Stswecem'c Xget'tem Development Corporation (SXDC) Policies and Procedures and display a commitment to the values and culture of the Nation

Experience and Education Requirements:

- Bachelor's degree in Business Administration, Commerce, Economics, or a related field. A Master's degree is an asset.
- Proven experience (5+ years) in a senior management role, preferably in economic development, business management, hospitality management, or related fields.

Other Requirements:

- Ability to successfully and periodically undergo an appropriate criminal records review and police record check is required

All interested applicants are encouraged to submit a cover letter and resume outlining how you meet these qualifications to the c/o: MNP at applyvia@mnp.ca. Please call 204.789.3088 for technical difficulties with submission of your application.

Closing Date: Open until position is filled.

Applications are assessed as they are received therefore early application is recommended. Applications will only be considered from those eligible to work in Canada. All applicants who require a work permit or sponsorship for employment in Canada will not be considered.

Candidates who meet the above criteria will be contacted for an interview. Proof of certifications will be required prior to employment.