

Leaders

INTERNATIONAL

Executive Search



Chief Executive Officer, Tsuut'ina Business



TSUUT'INA



The Organization Tsuut'ina Nation

The Tsuut'ina Nation are a progressive and prosperous First Nation in southern Alberta. The community numbers 2175 citizens who are led by 13 elected Chief and Council members. With a deep commitment to creating a positive future for the next generations of Tsuut'ina, their significant economic development opportunities and projections provide a path toward that vision. The Tsuut'ina Nation are very engaged and supportive of economic growth that aligns with their values. They are currently developing a language revival plan that will help preserve and promote their culture and will enable them to balance modern economics with traditional values.



The Position Chief Executive Officer

In alignment with the Tsut'ina Nation Business Charter, established October 2018, the new CEO of Tsut'ina Business will have an opportunity to establish a vision, strategy and goals for a portfolio of Tsut'ina Nation businesses which will contribute significantly to the economic well-being and prosperity of future generations.

Leading an important shift for the Nation, the CEO will be responsible for making the new Business Charter come to life with the intention of tactfully and skillfully separating business from politics. Reporting to a newly appointed Board of Directors, the new CEO will gain responsibility for all of the current businesses listed in the Charter.

The General Managers (GMs) for all businesses will report directly to the CEO and they will work closely together to evaluate and refresh the strategy for each. Together, they will create plans to capitalize on current markets and operations, as well as assess the growth potential for each business. By forging strong relationships and focusing on people development, the CEO will ensure that Tsut'ina-owned businesses operate efficiently and offer respectful, safe working environments for all personnel.

The CEO will create a framework for evaluating and identifying new business opportunities (wholly-owned or partnerships) that fit with pre-established principles and values. Once established, the CEO and the GMs will present their evaluations, plans and recommendations to the Board. Any newly developed business entities will become part of the CEO's portfolio of responsibility.

As Tsut'ina's business portfolio continues to thrive and grow, the CEO will ensure that appropriate standardized policies, processes and procedures are created and implemented across the group. The CEO will also ensure that budgets, business plans and performance measures are established as well, and a new reporting framework will become a mainstay for the entire group of companies. The CEO will hold ultimate oversight for financial stability, cashflow, reporting and audit/ compliance of the businesses and will also ensure that the financial investments of the portfolio are sound and working for the Nation.

Current Business Portfolio

Tsuut'ina Nation has a strong business portfolio with annual revenue streams of approximately \$31M. Current operating businesses include:

Buffalo Paddock

Sarcee Gravel Products Ltd

Tsuut'ina Business Park Ltd Partnership

Tsuut'ina Contracting Ltd Partnership

Tsuut'ina Golf and Country Club

Tsuut'ina Mechanical Services (Gas Station)

Tsuut'ina Property Management Ltd

Related Businesses

While the new CEO will not have responsibility for the following other Tsuut'ina-related businesses, there will be an opportunity for the senior leaders of each entity to support one another throughout their leadership journeys.

Grey Eagle Resort and Casino

Grey Eagle Resort and Casino is one of Calgary's most vibrant entertainment destinations, offering a beautiful resort destination and professionally conducted, exciting entertainment in a unique environment. In 2007, Tsuut'ina opened the facility just outside city limits.

Taza Developments

Taza is a major mixed-use development project in partnership with Canderel Construction. The development is on 1,200 acres of land, will include 17 million square feet of construction, and have a real estate value of approximately \$4.5B. It will be one of the largest First Nations developments in North America and executed in three phases:

- One: commercial development including big box stores, boutiques, and parklands
- Two: development of infrastructure including health care offices and university buildings
- Three: residential homes

The new CEO of Tsuut'ina Business will be responsible for identifying opportunities for the Nation's construction company to capture some of the contracts within the Taza Development and to identify business and investment opportunities within the development.



The Candidate

The ideal candidate will be a seasoned and savvy executive who has had success creating profitable business entities in a complex environment. The new CEO will embrace the following leadership philosophy: while being profit-driven and goal-oriented in their outlook, they are first and foremost a values-based professional who leads with integrity, respect, and inclusivity.

To develop a strong management team, the incoming CEO will bring superior abilities in mentorship, coaching and succession planning. Their reputation and experience will show a track-record of commitment to creating healthy and positive work environments.

The successful candidate will be able to rely on their previous experience in business planning, project and people management, risk assessment, financial analysis and asset management to achieve the ambitious goals of Tsuut'ina. They have a proven ability to balance the competing needs of big-picture strategy with detailed planning; and, they can easily respond to challenges and opportunities that arise but at the same time continue to focus on existing priorities.

The new CEO will be a dynamic leader who can easily act as a 'translator' between diverse groups to ensure clarity of purpose and direction. Expert communication skills will help the new CEO develop and articulate a compelling vision for a broad community of interested parties including the Board, Tsuut'ina's senior leaders, financiers, service providers, potential partners and others. Most importantly, the new CEO will share business plans and the vision of the Tsuut'ina business portfolio with community members, engage regularly and keep the community updated—ultimately, through a professional communication plan, the CEO will ensure community members understand how Tsuut'ina Business will create prosperity for the next generations.



The Candidate (cont.)

A post-secondary degree in business or finance is required and an MBA or other related graduate degree is considered a strong asset. A minimum of 10 years' experience in senior/ executive management will ensure the success of the new CEO however other combinations of technical and operational education and experience will be considered. Previous experience working in a First Nations community, partnering with stakeholders on behalf of a First Nation, and an intimate knowledge of the Indian Act will allow the CEO to navigate the landscape as they implement their plans.

To Apply

If you are interested in assisting Tsut'ina Nation to realize their goals, please email your covering letter and resume in complete confidence to laurie@leadersinternational.com. To learn more about this exciting opportunity, please contact Laurie Sterritt, Partner of Leaders International, at (778)-838-4569 or via email.