



## **JOB POSTING: Chief Executive Officer (CEO)**

### **Blackfoot Confederacy Tribal Council and Siksikaitstapi Ohkin'ninaiiks Society**

**Date Posted:** March 10, 2025

**Location:** Calgary, Alberta

**Reports to:** Blackfoot Confederacy Tribal Council and Siksikaitstapi Ohkin'ninaiiks Board of Directors

#### **About Us**

The Blackfoot Confederacy Tribal Council and Siksikaitstapi Ohkin'ninaiiks Society are dedicated to preserving and advancing the rights, culture, and well-being of the Blackfoot Confederacy Nations. Rooted in Blackfoot Territory, we uphold Treaty Rights, empower our communities, protect our traditions, and create sustainable opportunities for future generations. Our work is guided by the Declaration of Siksikaitstapiwa and collaboration with the Blackfoot Confederacy First Nations: Blood Tribe (Kainai), Siksika Nation, Piikani Nation, and Blackfeet Tribe (Amskapi-Piikuni), Montana, U.S. We are seeking a visionary and culturally grounded CEO to lead both organizations with integrity, innovation, and respect for our Siksikaitstapi heritage.

#### **Position Overview**

The CEO will serve as the primary leader for both organizations and advocate for the Blackfoot Confederacy Tribal Council and Siksikaitstapi Ohkin'ninaiiks Society. This role requires a dynamic leader with a deep understanding of Blackfoot governance, cultural protocols, and the significance of Blackfoot Territory and Treaty Rights. The CEO will work closely with the Board of Directors, Chiefs Council, community members, and external partners to advance the organizations' missions and maximize their impact.

#### **Key Responsibilities**

- 1. Strategic Leadership:**
  - Develop and implement long-term strategies aligned with the values and aspirations of the Blackfoot Confederacy.
  - Identify opportunities for growth in cultural preservation, economic development, education, and community well-being.

2. Government Relations and Advocacy:
  - Represent the organizations to Canadian and U.S. government agencies, policymakers, and stakeholders.
  - Advocate for policies supporting Blackfoot rights, sovereignty, and Treaty Rights.
3. Community Engagement and Partnerships:
  - Build strong relationships with Blackfoot community members, Elders, and partners.
  - Foster partnerships with Indigenous organizations, non-profits, and private sector entities.
4. Organizational Stewardship:
  - Oversee operations, ensuring alignment with missions, values, and strategic goals.
  - Improve processes to ensure transparency, accountability, and compliance with legal and cultural standards.
5. Contracting, Negotiating, and Change Management:
  - Lead negotiations for both organizations with external partners and government agencies.
  - Manage organizational growth and transformation while maintaining cultural integrity.
6. Financial and Resource Stewardship:
  - Ensure long-term financial sustainability through diverse revenue streams and transparent budgeting.
7. Team Leadership and Development:
  - Attract, retain, and develop high performing, culturally aligned teams.
  - Foster inclusive organizational cultures that honor Blackfoot traditions.

## **Qualifications**

- Bachelor's degree in Business Administration, Indigenous Studies, Political Science, or a related field; advanced degree or equivalent combination of education and experience preferred.
- 10+ years of experience as a CEO, Executive Director, or in a senior leadership role within a Blackfoot or related organization.
- Deep understanding of Blackfoot governance, cultural protocols, and Treaty Rights.
- Knowledge of historical and contemporary Indigenous community issues, including colonization and systemic inequities.
- Expertise in Canadian and U.S. government relations, contracting, negotiating, and change management.
- Strong leadership, strategic planning, and financial management skills.
- Excellent communication and interpersonal skills.

## Competencies

- *Strategic Thinking:* Develop and implement long-term strategies.
- *Cultural Competence:* Respect and understanding of Blackfoot traditions and values.
- *Relationship Building:* Build and maintain strong stakeholder relationships.
- *Change Management:* Lead organizational growth and transformation.
- *Financial Acumen:* Manage budgets and ensure financial sustainability.
- *Advocacy and Influence:* Advocate effectively for Blackfoot rights and interests.
- *Team Leadership:* Lead and develop high-performing, inclusive teams.

## Working Conditions

- Full-time role requiring flexibility and commitment.
- Regular travel within Blackfoot Territory and other locations.
- Occasional evening and weekend work for community/organizations events or meetings.
- Dynamic, fast-paced environment requiring adaptability and resilience.

## Why Join Us?

We offer a competitive compensation package, including benefits, and the chance to work in a culturally rich and dynamic environment that embraces change and leadership.

## How to Apply

For more information and/or to request an **application package**, please email Blackfoot Confederacy Tribal Council Human Resources at: [admin@blackfootconfederacy.ca](mailto:admin@blackfootconfederacy.ca)

**Deadline to Apply: March 31, 2025, 5:00pm MST**

*Blackfoot Confederacy Tribal Council and Siksikaitsitapi Ohkin'ninaiiks Society thank all interested applicants and advises that only those selected to proceed to the interview process will be contacted.*