

Skwlāx te Secwepemcúlecw

Seeking: Board of Directors for Skwlax Group Ltd. – A Skwlāx te Secwepemcúlecw corporation responsible for governing the Nation's for-profit businesses.



Deadline: 4:30pm PST January 8th, 2025

The Opportunity:

We are Skwlāx te Secwepemcúlecw (SteS) - a vibrant community with rich cultural heritage and social structure, deeply rooted in our connection to the land. Our Mission Statement is *"Skwlāx te Secwepemcúlecw brings forward our ancestral teachings to instruct us in advancing our people, language, and culture and protecting the environment. We take a proactive role to stimulate and lead the economy and protect Tmícw within Skwláxulecw as we move towards greater unity, self-reliance, and independence"*.

SteS is in the final stages of re-organizing its legal business structure under Skwlax Group Ltd. and contains a mix of Limited Company (Ltd.), Limited Partnership (LP), and Limited Liability Partnership (LLP) entities. This new structure requires a Board of Directors to lead and guide the Nations for-profit businesses in alignment with SteS' vision, mission, and values.

SteS and is looking for individuals to serve as Directors of Skwlax Group Ltd. This commitment will require approximately 8 – 10 meetings per year for a two-to-four-year term. Remote/virtual attendance will be accommodated however in person attendance will be required at least once annually.

Primary Roles and Responsibilities of Directors:

- Governance of the Nation's for-profit businesses to be successful, sustainable, and in alignment with SteS' vision, mission, and values.
- Develop and execute the corporation's vision, strategy, and plans with defined timeframes and milestones to achieve specific goals.
- Recruitment and oversight of the CEO, providing support and/or capacity development as required.
- Approve annual plans, review performance, ensure compliance with internal policies and external regulations.
- Support the CEO in providing comprehensive operational and financial performance reporting on a regular basis.

Required Skills, Experience, and Personal Attributes of Directors:

- 19 years of age or older.
- Of good character, credibility and reputation in the Skwlāx te Secwepemcúlecw community.
- Willingness to learn and to devote time required to undertake training and carry out Director duties and responsibilities.
- Able to be impartial, trustworthy, respect confidentiality, and to identify and avoid conflicts of interest.
- Refrain from promoting or pursuing personal interests while acting in the capacity of Director.
- Have not been convicted of a criminal offense.
- Have not declared bankruptcy within the last ten years.
- Familiar with Skwlāx te Secwepemcúlecw traditional knowledge.
- Possess a positive attitude, promote teamwork, and exemplify the values of Skwlāx te Secwepemcúlecw.



Desirable Qualifications:

- Professional competencies/experience including: business development, business management, corporate governance, community and land use planning, laws and regulations, finance and accounting, Indigenous title and rights, human resources, technology, innovation, etc.
- Knowledge of, and experience in, one or more sectors of interest: Construction, aggregate, Forestry, Tourism, and Retail (fuel, convenience store, market), and/or related industries.
- A strong understanding of financial and non-financial performance reporting and analysis.
- Previous experience as a Director and/or working with a Board of Directors.
- Experience working with First Nations Governments and communities.
- Proven leadership and relationship building experience.
- Time to participate in internal and external events that provide opportunities to the corporation.

Time Commitment & Compensation:

- Initial meeting requirements (Meeting frequency reduced after first year, or when possible).
 - 4-5 shorter meetings per year (half day, approximately 4 hours).
 - 4-5 longer meetings per year (full day, approximately 8 hours).
- Directors will be paid an honorarium for meeting preparation and attendance.
- Upon preapproval, reimbursement for travel expenses in support of Board meetings.

Application Process:

Applicants for Director positions will be assessed through a competitive, fair, and transparent process. Additional details and information regarding Skwłāx te Secwepemcúlecw and its businesses will be shared as part of the next step in the process.

We thank all interested applicants in advance and look forward to working closely with the successful candidates.

Please email a resume and cover letter to Skwłāx te Secwepemcúlecw at ecdev@slb.ca with "SteS Skwłax Group Ltd. Director Application" in the subject header by **4:30pm PST on January 8th, 2025.**

Kukstsémc (Thank You),

Skwłāx te Secwepemcúlecw