

# K'Alii Aks Timber Corporation

**Employer:** K'Alii Aks Timber Corporation

**Position Title:** General Manager

**Reports To:** Board of Directors and Shareholder Representative

**Status:** Full-Time

**Location:** Gitlaxt'aamiks, B.C., may consider hybrid (minimum 3 days per week on site).

**Closing Date:** Until Filled

**Who we are:** K'Alii Aks Timber Corporation (KATC) is owned by the Nisga'a Nation and operates in and around the beautiful Nass Valley in northern British Columbia. The company completes forestry and forestry-related work and conducts forest management in accordance with a Nisga'a Public Lands License (and approved forest development plan) issued by Nisga'a Lisims Government under the Nisga'a Forest Act. The allowable annual cut under the license is 130,000 m<sup>3</sup>. Additionally, KATC maintains recreation sites on Nisga'a Lands and undertakes contracts on other industrial construction work in and around Nisga'a Lands. The lands of the Nisga'a Nation are blessed with soaring mountains, dramatic lava beds and thriving rivers and streams. The natural beauty of Nisga'a Lands is complemented by their rich cultural traditions of the Nisga'a Nation. There is a wealth of outdoor activities to enjoy in the area, including fishing, hiking, cross country skiing, snowmobiling and much more.

## **We focus on:**

- Respect for one another in the workplace and we value the contribution of all of our employees
- Encouraging transparency and open communication within our organization throughout all of our departments.
- We employ best practices that meet or exceed industry standards, and we evaluate our services for economy, efficiency, and effectiveness with a view to continuous improvement.
- A high standard of ethics
- Efficient and effective use of resources
- Impartial and equitable provision of services
- Responsiveness to Nisga'a community and public (where applicable)

## **Our Vision, Mission, and Principles**

- To become a model of stewardship for the Nisga'a Nation
- To enhance the economic wealth and wellbeing of the Nisga'a Nation and its citizens
- Stewardship – to take care of the forests and forest values of the Nass Valley
- Safety – to protect our team members and communities from harm

## **If you are:**

- An excellent communicator who engages and motivates those you work with to create meaningful impact
- A natural mentor who develops those you work with
- Decisive, make decisions quickly with conviction
- Insightful and understand the needs and priorities of those you partner with

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- Focused on delivering results
- A Leader who can adapt proactively to an ongoing changing environment
- Passionate about natural resources management

### Then we would love to hear from you!

**Position Summary:** Reporting to the Board of Directors, the **General Manager (GM)**, is responsible for the overall management of the K'Alii Aks Timber Corporation, liaising with Nisga'a Lisims Government regarding forestry and forestry-related work through a Nisga'a Public Lands License and operates under the Nisga'a Forest Act and a Forest Development Plan. The **GM** will ensure that operations by KATC are undertaken safely and efficiently. Developing employees to meet forest industry safety standards. This role will meet or exceed standards for environmental protection during forest activities. The **GM** will focus on production: ensure planned activities are completed and plans for the year are implemented. This role is responsible for overseeing cash flow, managing the annual budget, and making sure income exceeds expenditures. The **GM** will ensure work produces a positive rate of return on activities completed and logs sold.

**Responsibilities:** Responsibilities include but are not limited to the following;

- Developing cutting permits
- Logging and contractor supervision
- Silviculture oversight for planting, brushing, and free growing, plus surveys
- Develop and/or update the Forest Development Plan annually
- Sourcing additional funds through funding applications and by working with proponents
- Financial management of annual budget
- Annual budget development in alignment with organizational strategic goals
- Silviculture Levy Account claims
- Create annual workplan, and deploy labour resources accordingly
- Implement KATC' forest development plan and ensure cutting permits are completed to specification
- Ensure forest management is aligned with and remains compliant with the *Nisga'a Forest Act*, the Nisga'a Land Use Plan, other applicable legislation and regulations, and KATC' forest development plan
- Develop proposals to attract forestry and forestry-related work to KATC
- Act as a liaison on referrals and forest planning on behalf of KATC with Nisga'a Lisims Government
- Ensure forest management activities with staff and contractors align with business values and provide oversight
- Liaise with Nisga'a Lisims Government and KATC's Board of Directors
- Schedule and organize meetings and keep records of meetings and decisions made by KATC's Board (candidates may be asked to join the Board as a director)
- Prepare monthly activity reports and other reports as needed
- Assist with identifying business or economic opportunities arising from forestry related developments
- Develop and maintain positive relationships with clients, proponents, government, industry, suppliers, and the public
- Participate and provide information to all emergency preparedness meetings and committees

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- Submit reports to third party partners as required
- Keep informed with trends, techniques, and issues in forestry management
- Initiate changes, or recommending changes in courses of action to direct report
- Participate in policy reviews, symposiums, activities and/or meetings
- Establish work priorities and delegate workload where needed
- Aptitude for working cooperatively with First Nations governments and communities and carrying out operations, human resources management and all aspects of internal and public relations within a unique community culture setting
- Maintain industry and professional expertise by participating in industry and/or professional events, conferences, reviewing relevant industry communication and analyst reports.
- Define specific implementation plans for change and clearly communicates plans to all relevant groups.
- Ensure application in your department of applicable legislation and regulations (i.e., Work Safe, employment standards act) and monitor compliance.
- Connect and build relationships with staff in their work and ensure that recognition, performance management practices (formal & informal) are in place.
- Set performance targets and measures and motivate staff to achieve targets while monitoring and managing overall performance of the group and direct reports.
- Effectively communicate the organization's strategy so all staff clearly understand it.
- Successfully drive results through influence rather than title; demonstrate empathy and employ curiosity when leading and working with others while demonstrating cultural sensitivity and thoughtfulness to community members.
- Monitor and manage any safety or infrastructure issues that may arise.
- Present a professional demeanor at all times as a representative of Nisga'a Nation
- Human resources management;
  - Plan activities, assign deadlines, and hold staff accountable;
  - Mentor and train to carry out activities including, but not limited to; planning, block design and layout, engineering, post-harvest inspections, and planting checks;
  - Check work is complete
- Contractor management
  - Engage contractors to complete work that staff do not have capacity for and/or experience to complete;
  - Ensure contracts are completed to expected standards and specifications;
  - To build capacity in staff, contractors will be requested to include staff when contracts are undertaken.
- Attend field work and oversee field crew activities to ensure consistent production, compliance with health and safety standards, and provide on-the-job training as needed;
- Liaise with the Board of Directors to determine strategic and technical direction of the business, implement direction with staff, and provide regular reports on progress; and,
- Complete office management tasks.
- Any other related duties.

### **Knowledge, Skills, and Abilities:**

- Three to five years of forest or natural resource senior management experience

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- Candidates will likely have a degree in forestry or natural resource management but other relevant education and experience will be considered
- Previous contract management and operational planning experience
- Working knowledge of the Nisga'a Treaty and relevant environmental regulations
- Knowledge of log quality management and log export processes
- Strong negotiation skills and the ability to resolve conflict effectively
- Proven decision-making and problem-solving skills.
- Strong belief in social license to operate and the ability to engage others with integrity, respect, and collaboration
- A valid class 5 drivers license, clean abstract and access to reliable transportation
- Excellent verbal and written communication abilities and strong presentation skills
- Demonstratable ability to direct, coach, and mentor staff members
- Proficient computer skills (e.g., record keeping, routine database activity, spreadsheet, presentations, etc.)
- Ability to work with all levels of leadership and staff as well as external clients and the general public
- Demonstrable experience working in and/or understanding of Indigenous communities
- Self-directed, organized, and excellent time management skills
- Ability and willingness to travel evenings and/or weekends, as needed

### **Ideal candidate:**

- Working knowledge of and respect for Indigenous culture (familiarity with Nisga'a and culture will be considered an asset)
- Experience working on developing forest resources owned by First Nations communities
- Familiarity with Nisga'a laws and regulations and Nisga'a Lisims Government administration
- Indigenous candidates and members of the Nisga'a Nation with the relevant education and experience
- RPF and RFT candidates who are members of the Association of BC Forest Professionals and consultants are encouraged to apply

### **What is in it for you:**

#### Benefit package:

- Competitive compensation based on experience
- Comprehensive benefits package
- Innovative projects with a diverse range of industrial, Indigenous government and Crown corporation clients
- Opportunities for personal and professional training and development
- Ability to offer flexible work arrangements

## K'Alii Aks Timber Corporation

If you would like to join our team, please submit your cover letter and resume through this posting. Due to the high volume of applicants only those chosen for an interview will be contacted directly. Do not contact us with unsolicited offers or services.

Please send questions and/or applications to Sam Coggins, PhD RPF: [sam.coggins@npvlp.ca](mailto:sam.coggins@npvlp.ca).