



# Tseshah First Nation

## Employment Opportunity

### EXECUTIVE DIRECTOR

The Tseshah First Nation Administration Office is now accepting applications for Executive Director. The position is based out of Port Alberni, BC on beautiful Vancouver Island.

---

#### POSITION SUMMARY

The Executive Director reports to Elected Chief and Council and is accountable to and answerable to Council, with day-to-day reporting to the Chief Councillor. As directed by Council, this position provides executive direction for the strategic planning, development, and operation of the administrative body, inclusive of its employees, departments, programs, and services. This position supports the Council's governance process as the senior Administration resource, thereby assuring executive leadership and operational guidance is provided to the decisions, goals, and objectives of Council.

#### PRIMARY/CORE RESPONSIBILITIES

Performs all duties and responsibilities in accordance with Tseshah and program specific policies, standards, practices, and procedures, as directed by Chief and Council:

- Oversee general management of Administration's programs, services, and financial operations.
- Conduct ongoing reviews of results and effectively delegate to reporting staff.
- Provide leadership to Community and Project Committees.
- Prepare and present briefing notes, reports, and recommendations to Chief and Council (C&C), community meetings, and Annual General Meetings (AGM).
- Work in concert with Council to align objectives with operating budgets.
- Manage Office Services, Communications, Public Works, Housing, Social Development, Health, Community Services, Membership, Daycare, Lands and Resources, Culture and Language, Fisheries, and Beach keepers.
- Support Council in handling public, media, and government office communications.
- Serve as the designated senior management authority for operation and compliance.
- Ensure adherence to regulatory requirements, Human Resource policies, and Departmental procedures.
- Act within assigned discretionary and non-discretionary authorities as delegated by Council.
- Accountable for the fair, transparent, and responsible governance of a sustainable Community and Nation.
- Support Council in retaining required jurisdiction over operational and financial governance.

#### QUALIFICATIONS

##### *Training, Education and Experience*

- A post-secondary degree or equivalent professional experience in fields such as Business or First Nation Administration, Human Resources, Community Services, Social Development, Land Use Planning, or Public Works.
- Additional certificates/ accreditations relevant to the management of First Nation of Municipal Office organizations, such as Strategic Planning, Project Management, Policy Development and Public Relations

#### Hiring organization

Tseshah First Nation

#### Employment Type

Full time

#### Job Location

5091 Tsuma-as Dr.,  
Port Alberni, BC, V9Y 8X9

#### Working Hours

75 hours bi-weekly

#### Wage Range

\$100,000 – 165,000

#### Date Posted

May 29, 2026

#### Closing Date

June 26, 2026

- Proven 5 to 7 years of senior management work experiences, preferably acquired in community government or public work sectors

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

- Sound knowledge of First Nations community and membership environments and the statutory framework that governs how First Nations organizations operate
- A comprehensive awareness and understanding of HR programs and policies; ability to manage, direct and motivate staff and to lead by example
- Well-developed written and verbal communication skills; good analytical skills and adept with comprehending complex political situations, legal compliance matters, budgets and financial results
- A demonstrated ability to respectfully build relationships and develop rapport.
- Strong conflict resolution and mediation skills, with the ability to address sensitive interpersonal, community, and inter-departmental issues constructively, respectfully, and in a culturally appropriate manner.

### **HOW TO APPLY**

Submit a cover letter, resume and three (3) current references to:

Tseshah First Nation

by mail: 5091 Tsuma-as Drive, Port Alberni BC, V9Y 8X9; or

by email: [apply@tseshaht.com](mailto:apply@tseshaht.com)

*Tseshah First Nation is an equal opportunity employer and encourages/expects that its membership and other First Nation members will apply with job qualification. Where possible, employment opportunities and contracted services shall be offered to Tseshah members where qualified and eligible.*