

KIIKENOMAGA KIKENJIGEWEN EMPLOYMENT & TRAINING SERVICES



JOB DESCRIPTION

Executive Director

Purpose

The Executive Director is a senior manager for Kiikenomaga Kikenjigewen Employment & Training Services (KKETS) which is accountable to the member First Nations to carry out the mandate of KKETS as directed by the Matawa Chiefs Council. The member First Nations appoint one of their members as Director to oversee KKETS to ensure it meets its obligations as set out by the member First Nations.

The Executive Director will report to the Chief Executive Officer of Matawa First Nations Management on the day to day operations and administration of KKETS programs, services and policies to ensure efficiencies and effectiveness of its programs and services to the Peoples of the member First Nations.

MFNM is the parent organization to KKETS, and is the Employer. KKETS carries out programs and services both on behalf of MFNM, and wholly owned subsidiaries of MFNM, including KKETS.

The Executive Director is responsible for the successful leadership and management of the organization according to the strategic direction set by the Board of Directors. The Executive Director will identify, build and manage long-term productive and sustainable relationships with strategic external business partners and the Matawa communities to ensure the ongoing success of KKETS.

Scope

A major responsibility of the Executive Director is to provide advice to the Matawa leadership and the KKETS Board of Directors. The Executive Director will provide on a quarterly bases reports on progress of programs administered by KKETS and seek direction and approval on new strategies and program development as directed by Matawa Chiefs Council resolutions from time to time. The Executive Director will also provide advice to KKETS Board of Directors and work with other Matawa managers to ensure their understanding and awareness of training & employment related programs, concerns and issues in Matawa First Nations.

The Executive Director is responsible for communicating and providing direction on all matters related to KKETS' interests, including developing and executing a comprehensive program strategy for all KKETS programs to ensure effective and efficient implementation of the overall service delivery.

The Executive Director will ensure that all operations are conducted in a respectful and responsible way, ensuring that all decisions and actions meet the relevant legislation, policies, and procedures.

Education

A diploma or degree in Business or Education related field with a minimum of 5 years successfully demonstrated experience, or an equivalent combination of education and experience

Professional Designation

Possession of or working towards Degree or Diploma in Education or Business

Previous Experience

- 5 or more years of progressive management experience
- Partnership strategy development

Knowledge, Skills, and Abilities

- Knowledge of potential employment trends / developments / benefits from Mining industry/ infrastructure developments
- Knowledge of leadership and management principles
- Knowledge of human resources management
- Knowledge of financial management
- Knowledge of project management
- Knowledge of relevant legislation and programming
- Knowledge of mandate of KKETS
- Understanding of Matawa First Nations Management
- Understanding of the Matawa region and the member First Nation communities
- Ability to effectively present to or facilitate small or large groups
- Skill in effective mediating and negotiating
- Ability to work effectively with other staff, administration, government and First Nation organizations
- Valid Ontario driver's license

Proficiency in Computer Use

- Word processing
- Spreadsheets
- Databases
- Email
- Internet

Personal Characteristics

- **Ethics:** Understand ethical behaviour and business practices and ensure own behaviour and the behaviour of others is consistent with these standards and aligns with the values of the organization
- **Confidentiality:** Maintain strict confidentiality both inside and outside of the workplace
- **Relationships:** Establish and maintain positive working relationships with others both internally and externally to achieve the goals of the organization
- **Communication:** Speak, listen and write in a clear, thorough and timely manner using appropriate and effective communication tools and techniques
- **Client focus:** Anticipate, understand, and respond to the needs of internal and external clients to meet or exceed their expectations within the organizational parameters
- **Teamwork:** Work cooperatively and effectively with others to set goals, resolve problems, and make decisions that enhance organizational effectiveness
- **Decision making:** Assess situations to determine the importance, urgency and risks, and make clear decisions which are timely and in the best interests of the organization
- **Leading:** Positively influence others to achieve results that are in the best interests of the organization
- **Organization:** Set priorities, develop a work schedule, monitor progress towards goals, and track details, data, information and activities
- **Planning:** Determine strategies to move the organization forward, set goals, create and implement action plans, and evaluate the process and results

- **Problem solving:** Assess problem situations to identify causes, gather and process relevant information, generate possible solutions, and make recommendations and/or resolve the problem, often using creativity and innovative thinking
- **Energy:** Bring energy and enthusiasm to the workplace
- **Flexibility:** Adapt to changing scenarios and stimuli
- **Quality:** Focus on details and ensure all work is of a high-quality standard
- **Results:** Focus on achieving desired outcomes of all tasks undertaken
- **Accountability:** Be reliable, dependable, and accountable for personal actions
- **Coaching:** Coach and mentor others to help them develop both professionally and personally
- **Professional development:** Be driven to continuously improve professional knowledge and skills

Working Conditions

- The employee may have to travel throughout the region to various communities, during various in all weather conditions
- The employee may have to lift, carry, and manage various equipment and supplies
- The employee may have to spend long hours sitting and using computer or office equipment, or to attend meetings
- The employee may be required to work in an environment that is busy and noisy, with frequent interruptions and distractions
- The employee may be required to manage multiple tasks and projects at one time
- The employee may be required to work odd or long hours under stressful conditions at certain times to complete special requests or projects

Primary Duties and Responsibilities

LEADERSHIP

- Participate with the Board of Directors in developing a vision and strategic plan to guide the organization
- Identify, assess, and inform the Board of Directors of internal and external issues that affect the organization
- Act as a professional advisor to the Board of Directors on all aspects of the organization's activities
- Foster effective team work between the Board and the Executive Director and between the Executive Director and staff
- In addition to the President of the Board, act as a spokesperson for the organization
- Conduct official correspondence on behalf of the Board as appropriate and jointly with the Board when appropriate
- Represent the organization at community activities to enhance the organization's community profile
- Initiate, develop, and maintain working relationships with officials of federal and provincial government departments, non-government organizations, private sector organizations, and internal staff

OPERATIONAL PLANNING AND MANAGEMENT

- Develop an operational plan which incorporates goals and objectives that work towards the strategic direction of the organization
- Ensure that the operation of the organization meets the expectations of its clients, Board and Funders

- Oversee the efficient and effective day-to-day operation of the organization
- Draft policies for the approval of the Board and prepare procedures to implement the organizational policies; review existing policies on an annual basis and recommend changes to the Board as appropriate
- Ensure that personnel, client, and funder files are securely stored and privacy/confidentiality is maintained
- Provide support to the Board by preparing meeting agenda and supporting materials
- Provide specific briefing notes and related documents required by the Chief Executive Officer of Matawa First Nations Management for his/her information
- Coordinate and monitor required reports, claim forms, upload confirmations and all other information required by funding agencies as per funding agreements

PROGRAM PLANNING AND MANAGEMENT

- Oversee the planning, implementation and evaluation of the organization's programs and services
- Ensure that the programs and services offered by the organization contribute to the organization's mission, reflect the priorities of the Board, and are in compliance with funding agreements
- Monitor the day-to-day delivery of the programs and services of the organization to maintain or improve quality
- Oversee the planning, implementation, execution and evaluation of special projects
- Develop, maintain, and expand strategic alliances and partnerships with private and public sectors businesses in order to increase employment and training opportunities
- Analyze, negotiate, and facilitate new initiatives that support the organization's mission and goals

HUMAN RESOURCES PLANNING AND MANAGEMENT

- Determine staffing requirements for organizational management and program delivery
- Oversee the implementation of the human resources policies, procedures and practices including the development of job descriptions for all staff
- Establish a positive, healthy, and safe work environment in accordance with all appropriate legislation and regulations
- Recruit, interview and select staff that have the right technical and personal abilities to help further the organization's mission and goals
- Ensure that all staff receive an orientation to the organization and that appropriate training is provided
- Implement a performance management process for all staff which includes monitoring the performance of staff on an on-going basis and conducting an annual performance review
- Coach and mentor staff as appropriate to improve performance
- Discipline staff when necessary using appropriate techniques; release staff when necessary using appropriate and legally defensible procedures

FINANCIAL PLANNING AND MANAGEMENT

- Work with staff and the Board to prepare a comprehensive budget
- Work with the Board to secure adequate funding for the operation of the organization
- Research funding sources and write funding proposals to increase the funds of the organization
- Approve expenditures within the authority delegated by the Board
- Ensure that sound bookkeeping and accounting procedures are followed

- Administer the funds of the organization according to the approved budget and monitor the monthly cash flow of the organization
- Provide the Board with comprehensive, regular reports on the revenues and expenditure of the organization
- Ensure that the organization complies with all legislation covering taxation and withholding payments

COMMUNITY RELATIONS / ADVOCACY

- Communicate with stakeholders to keep them informed of the work of the organization and to identify changes in the community served by the organization
- Establish good working relationships and collaborative arrangements with community groups, funders, politicians, and other organizations to help achieve the goals of the organization
- Initiates and responds to regional and local requests for information through reports, briefing notes, strategy reports, agenda items, or memoranda to provide communication on operational matters relating to the organization and its funding agreements

RISK MANAGEMENT

- Identify and evaluate the risks to the organization's people (clients, staff, management), property, finances, goodwill, and image and implement measures to control risks
- Ensure that the Board of Directors and the organization carries appropriate and adequate insurance coverage
- Ensure that the Board and staff understand the terms, conditions and limitations of the insurance coverage

OTHER

Perform other duties as required

Certification

The above statements are intended to describe the general nature and level of work being performed by the incumbent for this position. They are not intended to be an exhaustive list of all responsibilities and activities required of the position.

EMPLOYEE

I certify that I have read and understand the responsibilities assigned to this position.

Printed Name: _____

Signature: _____

Date: _____

MFNM CHIEF EXECUTIVE OFFICER

I certify that this written job description accurately describes the responsibilities assigned to this position.

Printed Name: _____

Title: _____

Signature: _____

Date: _____