



# **GLOOSCAP KLUSKAP VENTURES**

**Do something today that makes our community  
more prosperous than it was yesterday**

## **OPPORTUNITY BRIEF CHIEF FINANCIAL OFFICER**

# STATEMENT OF INTENTION

We are ideally seeking a candidate with knowledge of, and cultural sensitivity towards First Nations culture and way of life. The candidate should have an awareness of the financial structure of a First Nations community, or interest in learning.

We encourage applications from Indigenous peoples, along with those who meet the specified criteria, expertise, and education for this high-level position.

We have chosen to collaborate closely with the P4G search team because they are dedicated to creating a safe space for you to openly discuss your experiences, preferences, and any accommodations that may support you. This partnership ensures that your information is handled with sensitivity and respect.

## ABOUT

Glooscap First Nation, one of Nova Scotia's thirteen Mi'kmaq Indigenous communities, is located halfway between the towns of Wolfville and Windsor, not far from Blomidon Provincial Park, the ancestral home of Glooscap.



**GLOOSCAP**  
First Nation

While the community of Glooscap was founded in 1984, Mi'kmaq people have lived and travelled these lands for thousands of years. This area was an important hunting ground for our ancestors, who travelled along the natural river systems.

In 2013, the band formed a new, independently run corporation, Glooscap Ventures, dedicated to improving the economic growth and sustainability of the Glooscap First Nation. The portfolio includes businesses and strategic assets in various industries, including retail, renewable energy, seafood, and consulting businesses. The profit from those businesses is reinvested in ways that enable the community and its members to become more spirited and full of life with each passing year.

Today, Glooscap is a custom band governed by 1 Chief and 3 Council members who are elected every five years. Today, the total population is over 400 members, with approximately 100 living on reserve.

## THIS MOMENT, THIS POSITION

The Chief Financial Officer (CFO) holds a critical, strategic role within Glooscap First Nation, reporting directly to the CEO of Glooscap Ventures, the Director of Administration at Glooscap First Nation, and the board. As the senior financial leader, you will oversee the financial operations of both Glooscap First Nation and its business arm, Glooscap Ventures.

This is an exciting opportunity to shape the financial strategy of the First Nation, ensuring long-term sustainability and growth. You'll be responsible for managing the overall financial health, safeguarding assets, maintaining and enhancing financial management policies, and leading the risk assessment process. Your financial insights will be essential in driving key decisions and positioning Glooscap for growth.



### Community Mission

*Maintaining a sustainable community through our people, for our people*



## POSITION RESPONSIBILITIES

- Strategic financial planning and analysis, focusing on long-term financial sustainability and growth across diverse sectors.
- Overseeing investments and capital market activities, managing risk, and optimizing the organization's portfolio.
- Advising on complex tax strategies, including the development and implementation of First Nations tax structures.
- Leading high-level financial negotiations and partnerships, ensuring alignment with macroeconomic trends and opportunities.
- Attend meetings of the Chief and Council, Financial Administration Law Committee, Glooscap Ventures Board of Directors meetings and any other relevant committees providing financial updates and reports as applicable. These include monthly administration reports to Council, bi-monthly financial reports to the Glooscap Ventures Board of Directors and quarterly consolidated financial reports to the Glooscap First Nation FAL Committee.
- Working with the Finance Manager to prepare annual forecasts, capital and operating budgets and a five-year financial plan with input from relevant department heads, including any long-term debt financing proposals.
- Prepare year-end financial statements, required schedules and special purpose reports.
- Monitor revenues and expenses and prepare budgets for actual reports.
- Assessing and managing financial reporting risks.
- Administer the First Nation's bank accounts, assign banking duties and review and approve account reconciliations.
- Monitor and forecast the First Nation's cash position and manage short-term liquidity and working capital requirements.

## POSITION RESPONSIBILITIES CONT.

- Conduct ongoing monitoring and management of all long-term debt obligations and reporting for both Glooscap First Nation and Glooscap Ventures.
- Analyze and execute any trades/transfers required in the investment account.
- Work with the staff to develop the budget for capital project plans and annual capital plan.
- Oversee the recording and reporting of tangible capital assets.
- Develop and recommend procedures for identifying and mitigating any financial reporting risks and fraud risks.
- Provide day-to-day assistance and advice for staff and supervisors and financial training as required.
- Ensure proper financial recordkeeping practices are followed on all records that are directly managed.
- Represent Glooscap First Nation on internal and external committees, at conferences etc. where requested.



### Qualifications and Experience:

- CPA designation, Chartered Financial Analyst (CFA) considered an asset.
- Extensive experience across various sectors, including but not limited to retail, energy, gaming & fisheries.
- Expertise in complex tax strategies, particularly those involving First Nations tax structures.
- Deep understanding of capital markets, macroeconomics, and financial analysis.
- Proficient in navigating the financial intricacies of multiple sectors, ensuring optimized financial performance and strategic growth.

# THE PACKAGE

- Salary: \$115-130,000  
Annually
- Pension
- Group Insurance
- Indigenous and non-indigenous Holidays

Location: Hantsport (Hybrid)

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## WHAT TO EXPECT

- We closely review all applications and read each cover letter (we promise).
- If you are selected as a top candidate, expect an invitation to chat with a Lead Placemaker from P4G. This is someone who treats the recruitment process non-traditionally. We want to get to know what inspires you.
- Selected candidates will proceed to a virtual interview with the Lead P4G Placemaker and 2-3 organization representatives.
- Finalists may participate in a second round interview or skills activity (virtual or in person).
- P4G will check employment references and assist in presenting an offer to the successful candidate.

Apply now by [Clicking Here!](#)

Please be sure to include a cover letter that speaks to your experience, but we also want to get a glimpse of your personality.



**Don't be generic. Be yourself.**

SEARCH CONDUCTED BY PLACEMAKING 4G. | p4g.ca