



## ***Chief Executive Officer (CEO)*** ***Kitikmeot Inuit Association***

### **About Kitikmeot Inuit Association**

The Kitikmeot Inuit Association (KIA) is a Designated Inuit Organization under the Nunavut Agreement, dedicated to protecting the rights, culture, language, and well-being of Inuit across the Kitikmeot Region. Representing Inuit beneficiaries in communities including Cambridge Bay, Kugluktuk, Gjoa Haven, Kugaaruk, and Taloyoak, KIA manages Inuit-owned lands and resources to uphold traditional values while supporting social, cultural, economic, and environmental prosperity. With a vision for strong Inuit identity, thriving communities, and the preservation of Inuit language, KIA plays a vital role in ensuring opportunities for today's Inuit and future generations, guided by community-elected leadership and a commitment to stewardship, advocacy, and regional advancement.

### **About the Role**

The Kitikmeot Inuit Association (KIA) is looking for its next Chief Executive Officer (CEO), a pivotal leader who will help shape the future of the Kitikmeot Region. The CEO will champion KIA's powerful vision, protecting Inuit rights, culture, language, and identity, while driving bold strategies that enhance social, economic, and environmental well-being. In this role, the CEO will guide a passionate team, elevate the quality and impact of programs and services, and ensure excellence across governance, finance, operations, and external relations. Success requires a leader with a deep appreciation for and understanding of the Kitikmeot Region, its people, priorities, values, and aspirations. This is an exceptional opportunity for a visionary leader to strengthen community pride, empower future generations, and drive transformative work that brings KIA's mission to life with purpose, integrity, and impact.

### **Key Responsibilities**

#### ***Governance & Board Alignment***

- Drive the implementation of the Board's strategic goals and annual priorities.
- Provide the Board with the insight, resources, and information needed to fulfill its governance role.
- Offer clear leadership to advance KIA's mission, mandate, and long-term direction.

#### ***Leadership & Organizational Stewardship***

- Lead and inspire employees and stakeholders in delivering KIA's vision and values across the Kitikmeot Region.

- Build trust, uphold KIA's reputation, and guide senior leadership in planning, delivering, and evaluating all programs and services.
- Cultivate a culture of collaboration, quality, safety, and inclusivity.

#### *Strategy, Change Management & Performance Excellence*

- Guide the development and execution of KIA's Strategic Plan, action plans, and quality-improvement initiatives.
- Anticipate regional, territorial, and national trends, integrating them into organizational planning.
- Establish program standards, policies, monitoring mechanisms, and continuous-improvement processes to enhance service delivery and organizational performance.

#### *Operations, Partnerships & External Relations*

- Oversee day-to-day operations, ensuring effective management, transparency, and compliance across KIA.
- Provide operational advice to the Board and President and support conflict resolution through the Executive Committee.
- Build strong relationships with NTI, governments, Inuit organizations, and partners to advance shared priorities.
- Represent KIA at community, regional, territorial, and federal meetings; support planning, budgeting, and cross-departmental collaboration.

#### **Qualifications**

- Senior leadership experience supported by a professional accounting designation, a master's degree with 7+ years of senior management, or an undergraduate degree with 10+ years of senior leadership experience. Equivalent combinations of education and significant senior management experience will be considered in lieu of a university degree.
- Proven change manager and team builder with strong contemporary leadership skills grounded in trust, respect, and results-focused decision-making.
- Expertise in organizational planning, and the full management cycle (planning, directing, delegating, reporting).
- Highly skilled communicator and problem-solver with strong analytical abilities, adaptability, and the capacity to lead in cross-cultural and high-pressure environments.

To apply for this key role, submit your application to **Phelps** by clicking: <https://rebrand.ly/b4jm0t4>

Application deadline: **February 27, 2026**

To learn more information: <https://phelpsgroup.ca/>

**AI will not be used in the candidate screening process.**

**This is an existing position with a current vacancy.**

