



Kitikmeot Inuit Association

Chief Operating Officer (COO)

A Significant Leadership Opportunity in Nunavut

The Kitikmeot Inuit Association (KIA) is seeking an accomplished Chief Operating Officer to oversee its operations, programs, and services and lead the implementation of its strategic plan. Reporting to the Chief Executive Officer, the COO will translate KIA's vision and priorities into action, strengthen organizational performance, and support the delivery of consistent, high-quality services across the Kitikmeot Region.

Key Responsibilities

- Lead KIA's operations, programs, employees, facilities, and major projects.
- Develop and implement strategic and annual business plans.
- Monitor external trends and translate priorities into effective policies, systems, and performance measures.
- Oversee budgets, resources, organizational change, and continuous improvement.
- Foster a respectful, accountable workplace and support the CEO, Board, and senior leadership team.

What You Bring

- Seven to ten years of senior leadership experience overseeing operations, programs, resources, and employees.
- Proven ability to implement strategy, lead teams, manage change, and improve organizational performance.
- Northern experience and a strong understanding of Northern and cross-cultural environments.
- Relevant post-secondary education or equivalent senior management experience.
- Strong financial, project management, communication, analytical, relationship-building, and digital capabilities.

Experience in government relations, fundraising, proposal development, and public-facing leadership is an asset. Inuit identity, a meaningful connection to Inuit communities, and proficiency in an official language of Nunavut are also considered strong assets.

Why Join KIA

This is an opportunity to help shape the future of an organization dedicated to protecting Inuit rights, culture, language, identity, and well-being. You will work with the CEO, Board, and senior leadership team to strengthen operations, improve services, and create lasting benefits for Inuit communities across the Kitikmeot Region.

Inuit beneficiaries who meet the qualifications are strongly encouraged to apply and will be given preference in accordance with the Nunavut Agreement.

Compensation: \$195,790-250,595

- Northern Allowance (NNA): \$27,311.52
- Comprehensive Benefits: NEBS package and Vacation Travel Allowance (VTA)
- Housing: Available

Apply in Confidence:

Please send your CV and a thoughtful letter of introduction to: Mike D'Amico - mike.damico@stratford.group

Applications close October 12, 2026

We thank all candidates for their interest. Only those selected for further consideration will be contacted.