



JOB POSTING: CHIEF EXECUTIVE OFFICER

GREAT BEAR CARBON CREDIT CORPORATION (GBCCC)

The GBCCC and Great Bear Carbon Credit Limited Partnership (GBCCC LP) is a private company 100% owned by 7 partner First Nations from Haida Gwaii, North Coast and Central Coast of British Columbia who are known collectively as the Coastal First Nations.

The GBCCC and the GBCCC LP were established by the partners after Coastal First Nations – Great Bear Initiative (CFN-GBI) a not for profit with members from Coastal First Nations and British Columbia negotiated the Great Rainforest and Haida Gwaii Reconciliation Protocols and Agreements (2009-2016) which led to the land use changes and protection of 6m hectares of BC forests which enabled the establishment of new carbon offset projects owned by the First Nations.

Today on behalf of the 7 partner First Nations, GBCCC and GBCCC LP markets and sells carbon offsets with the profits returned to each First Nation who are leaders in stewardship and ecosystem-based management in their territories. The company is well established in the marketplace and its brand is known for a high-quality product backed by the integrity of the partner First Nations and their title and rights to lands, seas and resources therein.

In 2024, the CFN-GBI member First Nations entered v.2, an updated Reconciliation Agreement (The Accord) with British Columbia, following British Columbia's passage of the Declaration of the Rights of Indigenous Peoples Act (DRIPA) which continues the forest-based carbon offset projects.

Also in 2024, the CFN-GBIS First Nations, British Columbia and Canada signed a tripartite Reconciliation Agreement to protect the marine environment from Northern Vancouver Island to Alaska, including Haida Gwaii through a network of marine protected areas (MPAs) which integrates EBM management principles throughout the protected forest areas of the GBR and Haida Gwaii out into the adjacent marine environment of coastal British Columbia. There is the opportunity for Blue Carbon projects to be developed by the partner First Nations, and the carbon offsets to be marketed and sold by GBCCC LP¹.

As BC launches a new program under the Green House Gas Management regulations in 2024/25, the BC Output Based Pricing System (OBPS), liaising and working with BC's private sector industry associations and companies will take on a higher profile than previously.

¹ Great Bear Business Corporation

The same group of First Nations have a corporate entity (a holding company), the Great Bear Business Corporation (GBBC), which was formed to undertake regional business activities, primarily the sale of carbon offsets through the Great Bear Carbon Credit Limited Partnership (GBCC LP). The GBCCC LP staff including the CEO provide business and admin leadership to this holding company.

BRIEF OVERVIEW OF THE POSITION

This senior executive position represents the Great Bear Carbon Credit Corporation and its subsidiary, the Great Bear Carbon Credit Limited Partnership. The CEO oversees all projects undertaken and goals set by individual GBBC Boards and monitors the ongoing status and progress of projects and initiatives. Also, the CEO attends public forums and speaking events on behalf of the GBCCC and its stakeholders.

The CEO leads the GBCCC, GBCCC LP and GBBC staff, managers and key consultants who perform job functions in support of the activities undertaken by each corporation. The CEO takes a proactive approach in seeking relationships that may benefit the existing forest carbon projects. The network of relationships spans, public sector (federal, provincial, local and other First Nations), private sector (companies to purchase offsets or create new carbon reduction partnership opportunities), and not for profit (for additional sales possibilities). The CEO will also seek to expand these opportunities to communities where possible and maintain relationships with GBIS and other related entities such as Great Bear First Nation Foundation, Coastal Nation Fisheries and Coastal Opportunities Fund.

The CEO has a good understanding of all policies associated with the carbon corporations and the intersection with CFN-GBI. The CEO is the primary liaison with the senior management of CFN-GBI and reports on behalf of the carbon corporations. Work is performed independently by liaising with the GBI Management Team.

Position Title:	Chief Executive Officer (CEO)
Reports To:	Great Bear Carbon Credit Corporation (GBCCC) Board of Directors and Great Bear Business Corporation (GBBC) Board of Directors
Direct Reports:	Senior Sales and Operations Manager, Operations Coordinator, Senior Advisor
Location:	Hybrid, Vancouver Office
Salary:	\$150,000 – \$175,000 per annum

KEY RESPONSIBILITIES

The CEO is responsible for the following four (4) key functions.

Strategic Leadership

- Represent the GBCCC and GBCCC LP as senior executive in strategic planning, operational planning, and budgeting.
- Accountable to the GBCCC and GBBC Board of Directors, ensuring alignment with their strategic goals and priorities.

- Act as the lead spokesperson for GBCCC and GBCCC LP at public forums, speaking engagements, and conferences.
- Develop and execute strategic initiatives to expand opportunities for forest carbon projects and blue carbon projects.
- Follow marketplace developments and government policies, regulations, and acts that apply to BC's Carbon Program to ensure compliance and strategic advantage.

Sales and Market Development

- Lead the sales, marketing and communication efforts, including developing and executing strategic and operational plans to expand market reach and enhance brand visibility through targeted marketing and communications initiatives in the carbon offset market.
- Negotiate Offset Purchase Agreements with BC's Climate Neutral Investment and other federal government entities.
- Explore and secure sales opportunities under BC's Output Based Pricing System with private sector buyers.
- Liaise with parties interested in developing relationships with GBCCC carbon projects, identifying and cultivating partnerships to expand market reach.

Operations Management

- Oversee all financial, administrative, and HR functions for GBCCC, GBCCLP, and GBBC.
- Lead and manage the small staff team and consultants, fostering a positive and inclusive work environment that supports professional growth and collaboration.
- Ensure all regulatory requirements for private companies operating in BC are met, including CRA tax, Lobbyists registry, business reporting, Employment Standards, WCB, Human Rights, and Privacy.
- Act as the authorized signatory for all contracts, agreements, and financial transactions.
- Monitor project finances, review expenditures, and ensure the financial integrity of the organization's operations.
- Ensure appropriate policies, systems and processes for efficient operations.

Stakeholder Engagement

- Serve as the primary liaison between CFN-GBI and GBBC companies, maintaining strong relationships with internal and external stakeholders.
- Engage with community representatives and leadership on carbon-related opportunities and challenges.
- Collaborate and liaise with Nanwakolas Council Society on community carbon initiatives.
- Represent GBCCC interests with First Nations external to CFN-GBI, fostering partnerships and collaborative opportunities.
- Provide support for the BC-GBIS (Great Bear Initiative Society) Forum in collaboration with CFN-GBI.

- Advocate for GBCCC's carbon projects to senior governments, BC and Canada, emphasizing their alignment with reconciliation and environmental stewardship objectives.

EDUCATION/EXPERIENCE

Required

- Completion of Bachelor's degree in Commerce, Economics, Business Administration, Ecosystem Sustainability or equivalent.
- 5 years' relevant work experience, in project and/or financial management.
- Minimum 3-years' experience in carbon market, carbon management and decarbonization strategies.
- Minimum 2-years' experience working with First Nations.
- Excellence in use of all Microsoft Office applications – Word, Excel, Outlook, and PowerPoint.
- BC Class 5 driver's license with a satisfactory driving record.

Preferred

- Experience and comfort working with various software programs (financial management databases and projects management preferred).
- Project/financial management certification or equivalent work experience.

KNOWLEDGE AND SKILLS

The CEO must have knowledge of and skills pertinent to management with respect to:

- First Nations culture/specific Coastal First Nations culture(s).
- How First Nations government operate.
- How Band councils operate
- How governments fund projects.
- Business enterprises and how markets function.
- Climate change and carbon management.
- Principles and experience with cultural and ecological sustainability, conservation, Indigenous self-determination.
- UNDRIP and Reconciliation.
- Strong negotiation and stakeholder management skills.

Additional skills include:

- Ability to communicate information with tact, and professionalism with various levels of individuals internally and externally using different mediums (email, presentations, virtually).

- Ability to collaborate with a wide range of stakeholders from governments to industry to First Nation communities.
- Demonstrated cultural sensitivity and a strong understanding of the political landscape and sensitivities of First Nations with a proven track record of fostering positive working relationships with First Nations, governments, and economic organizations.
- Represent GBBC and its corporations to the public and representative at public forums/conferences.
- Experience and ability to plan, organize and facilitate, both in person and virtually.
- Comfortable working independently.
- Maintaining confidentiality is crucial.
- Focusing on detail is essential.
- Ability to build strong and collaborative relationships with First Nations Communities contacts and leadership.
- Ability to travel to remote partner First Nations communities.

HOW TO APPLY

Interested candidates are invited to submit the following to hr@greatbearcarbon.ca no later than Friday, **11 April, 2025** at 5:00 pm PST.

1. A **letter of interest** outlining how your previous experience and education would support this position. Please note in your cover letter if you have an interest or expertise in carbon offsets, if you self-identify as Indigenous, and if so, the name of your Nation(s)
2. An up-to-date **CV**.

The successful candidate will be asked to provide references, and a criminal records check.

We encourage early submission as applications will be assessed on a rolling basis. We thank all applicants for their interest. Only those selected for an interview will be contacted.

Great Bear Carbon hires based on skills, ability, and qualifications; however, in support of our strategy to achieve our employment goals for Indigenous Peoples, qualified Indigenous applicants will be given priority. ***Persons of Indigenous ancestry will be given preference. s16(1) CHRA***