

Coastal Nations Fisheries LP
504 – 321 Water Street Vancouver,
BC V6B 1B8

Job Opportunity: CNCF General Manager

Coastal Nations Commercial Fishing LP (CNCF) is a business owned by eight First Nations located on BC's North Coast, Central Coast and Haida Gwaii, namely Gitga'at, Gitxaala, Haida, Haílzaqv, Kitasoo Xai'Xais, Metlakatla, Nuxalk and Wuikinuxv.

In 2021, a transformative Fisheries Resource Reconciliation Agreement (FRRA) and the associated schedules were established between the eight shareholder Nations, Coastal First Nations (CFN) and Government of Canada. The new blueprint's aim has been to reinvigorate First Nations fishing fleets and establish a shared fisheries governance relationship. To that end, CNCF operates as a subsidiary of its parent company Coastal Nations Fisheries LP (CNF).

CNF is responsible for using funds provided by Canada held in trust for the Nations to acquire licences and quotas that are annually provided as requested to each Nation under the Community Based Fisheries (CBF) or held by CNF for the use by CNCF. As a result, CNCF already has significant and ever-growing access to commercial fishing licences and quotas as well as vessels and gear, particularly in the dive and groundfish sectors with annual fishing arrangements and joint ventures in place. The goal is to continue to develop and enhance the assets and joint ventures in the future.

Under the leadership of a strong Board, the CNCF manages and operates the commercial fishing licences and quotas held by CNF through the development of a sustainable and profitable commercial fishing business that operates within the framework of all commercial fisheries in British Columbia.

The Opportunity

CNCF's main objective is to generate profit, as 100% of the profits earned are reinvested to grow fishing opportunities over time. Both CNCF and the CBFs are intended to collectively enhance the livelihoods and income of the shareholder Nations and their citizens.

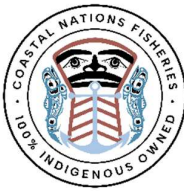
The Board of CNCF is excited to hire their inaugural General Manager (GM), who will be a senior employee mandated to manage, administer and support the development of key aspects of the business. In this unique role, the GM will be the link between CNCF and its Board and will also work closely with its parent company, CNF.

For more information on CNCF and CNF, please visit: coastnationsfisheries.ca

Key Responsibilities for the General Manager

In partnership with the CNCF Board, the GM will:

- Initially work with CNF office to set up the business operations of CNCF as well as build out the initial team.
- Work with CNCF Board and advisors to implement CNCF's 5-year strategic plan and supporting plans including developing operational policies, risk mitigation policies and staff policies in alignment with operational plans.
- Work with CNCF Chair to create informative and collaborative Board meetings and establish required committees for the advancement of CNCF. Collaborate with CEO of CNF to ensure alignment and present to CNF Board on regular basis as it relates to progress against plans.



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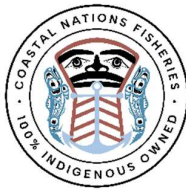
- Work with CEO and CFO of CNF to develop an annual budget for CNCF to be approved by CNF Board and in alignment with CNF Trust. Work with accounting advisors to develop quarterly and annual financial reporting formats reporting to the CNCF Board and as appropriate CNF and CFN.
- Build out an efficient fishing fleet, the team of fishers and fleet management support – ensuring team certifications are met to support CNCF staff and fishers to operate safely and in alignment with CNCF mission.
- Manage a small but growing fleet of fishing vessels.
- Develop and maintain annual agreements with fishers/fishing companies and processors.
- Coordinate review and approval of annual or off-cycle access acquisition plans by the CNCF Board prior to submission to the CNF Board and CNF Trust.
- Assist CNF, including participation on the CNF Acquisition Team in the identification and acquisition of available commercial fishing licences/quota and vessels from the open market to support the success of CNCF including the evaluation of potential joint venture partners or the acquisition of other commercial fishing companies.
- Identify financially sound opportunities for the eventual transition of the company from one that is currently focused only on harvesting seafood to one that is engaged in all aspects of the value chain, including processing, marketing, sales, distribution and other value-adding components.
- Identify opportunities with the various Nations' CBFs or other coastwide fishing companies to process fish and/or access additional volumes of fish for sale and marketing by CNCF including opportunities to process in existing plants owned by the Nations.
- Once established, work with CNF to develop a brand, website, and social media presence for CNCF in alignment with CNF profile.

Key Qualifications and Skillsets

To succeed in the role, the CNCF Board is looking for a **seasoned leader with a good understanding of licenses and quotas, openings and closures, vessel restrictions, and fishing methods for various fish species.**

In terms of key qualifications:

- A seasoned and respected professional with a minimum of 10 years experience working in the commercial fishing industry ideally in BC or along the coast. Experience managing vessels, fleets, licences and quotas along with experience with off-take agreements will be imperative for this role.
- An undergraduate degree in a business discipline as well as a proven track record of strong performance in the key of aspects of the GM responsibilities as defined above.
- A deep understanding of the commercial fishing sector within British Columbia or elsewhere including working with vessel owners and fishers.
- Experience in effectively managing budgets, project development and management, work plans and agreements, report and proposal writing.
- Excellent financial management skills including experience in developing and tracking budgets, reviewing and analyzing financial statements.
- Excellent leadership, interpersonal and team-oriented skills including the ability to motivate others to gain support for new initiatives.
- Excellent organizational skills that support the advancement of several complex initiatives at the same time.



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- A track record of developing and successfully implementing policies and agreements that advance the economic interests of an organization.
- A history of positive working relationships with First Nations businesses, governments, and economic organizations including a solid understanding of First Nations political environments and sensitives.
- Proficiency with modern office practices, procedures, systems and equipment including the full Microsoft Office Suite.
- A reputation for being energetic, self-motivated, outgoing, persistent and conscientious with great organizational skills and the ability to deliver high-quality results on time under tight time constraints.

Compensation

For this inaugural hire, CNCF is offering a base salary in the range of \$150k to \$180k, with the addition of a performance-based bonus and 4 weeks' vacation. A competitive benefits package is offered through Canada Life.

Just as rewarding, you will be part of a unique and collaborative team and Board that is committed to building a healthy and sustainable economy for all the Nations' members while also making a significant change in the fishing and seafood industry. CNCF offers a hybrid work option at this point as the new GM will need to be based out of the Vancouver office with regular trips to Prince Rupert and remote communities. The intent is to build out CNCF head office in Vancouver.

You also need to be comfortable to travel by plane to remote communities.

Interested?

Coastal Nations Commercial Fishing has partnered with KasaHR Consulting to fulfill this important hire. To be considered for this role, please apply by sending your resume and cover letter directly through www.kasahr.com/recruitment. For a more detailed job profile or additional information, feel free to contact us: Kataneh Sherkat at kataneh@kasahr.com or Arthur Lyons at arthur@kasahr.com.

KasaHR was founded on the basis that all applicants deserve respect and care when they apply for jobs. All applications will be reviewed with care, and we look forward to hearing the personal journey and story of those applicants whose backgrounds best match the needs of our clients. All other applicants will be informed of the status of their application within days of applying. If you have not heard back from us within a week of the submission of your application, please don't hesitate to contact us for an update.