

Leaders

INTERNATIONAL

Executive Search



Chief Executive Officer

Mississaugas of the Credit Business Corporation

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The Mississaugas of the Credit Business Corporation (MCBC) is a new entity that has been created to manage the for-profit, on- and off-territory enterprises of its shareholder, the Mississaugas of the Credit First Nation (MCFN).

MCBC's main purpose is to build long-term wealth generation and develop short-term income opportunities that serve the needs of MCFN and its membership. In doing so, MCBC seeks to create a respected profile for itself and MCFN in the business community.

As a corporate actor, MCBC includes in its purposes a desire to enhance the profile, brand awareness, and history of MCFN, as well as to create career and employment opportunities for MCFN members. In its business dealings, MCBC makes it a goal to be reputable and to represent with honour the history, culture and values of MCFN in the business community.

Of all the business corporations with First Nations as their shareholders in Canada, MCBC might hold the greatest opportunities. The treaty lands of MCFN include almost all of Ontario's Greater Golden Horseshoe, which contains approximately two-thirds of Ontario's GDP and one-fifth of Canada's GDP. While it retains first right of refusal to pursue projects in its own treaty lands, MCBC is one of the founding partners of Ni'Akinde, a national consortium of aboriginal business development corporations. The consortium's aim is to allow Indigenous enterprises to serve major clients and customers, from provincial and federal governments to regional, national and multi-national corporations. MCBC is also in the process of considering a second construction-based partnership.

In addition to this potential for leveraging treaty lands, MCBC is currently negotiating to assume management of MCFN's existing for-profit business to enhance and grow their commercial footing. The suite of business in this potential grouping include:

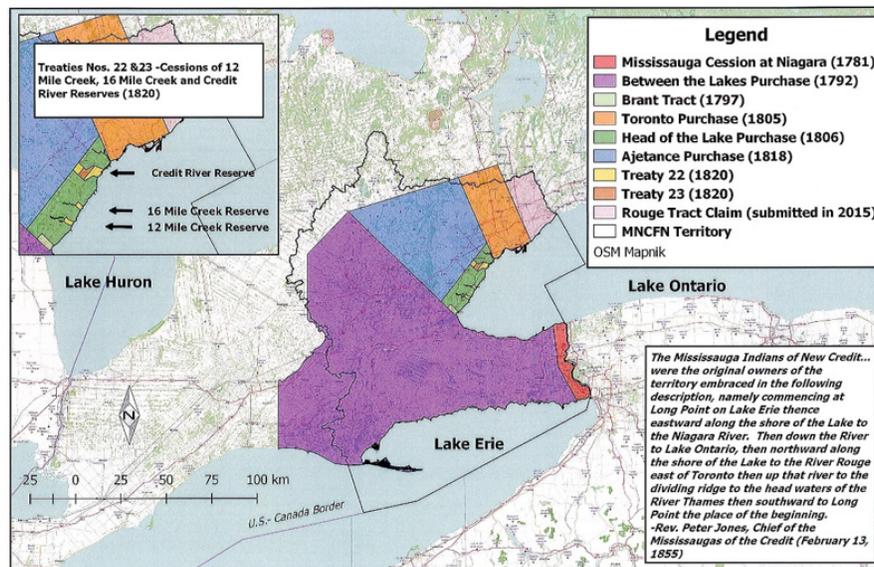
- A combination gas station and commercial plaza located on a major highway and truck corridor with existing retail and office tenants and great possibilities for additional revenue
- A business park of 100 acres (43 hectares) surrounding the same commercial plaza property
- A partnership in a renewable energy company with an international renewable energy developer
- A partnership in a renewable energy company with a large domestic utility company

MCBC, as a corporation, is governed by a board of directors with all voting directors independent of the shareholder. In addition, the board includes a council, elder and youth contingent of non-voting directors. The corporation, through the board, is responsible its shareholder through its annual meeting of shareholders. With the assistance of a transitional management officer, the board has been focused on putting in place the major building blocks necessary for a new CEO with energy and enthusiasm to take over the management and leadership of the corporation.

About the Mississaugas of the Credit First Nation

MCFN, the shareholder of MCBC, is part of the Mississaugas Nation. MCFN membership is comprised of roughly 2300 people, with approximately one-third living on Mississaugas of the Credit territory and two-thirds live off-territory.

In 2010, Canada and MCFN took a major step forward on a path of reconciliation and renewal with the signing of a \$145 million claim settlement. The map below shows the historical land reclamations of the MCFN:



Mississaugas of the New Credit First Nation Land Cessions 1781-1820 and Rouge Tract Claim, 2015

The MCFN treaty territory, as mentioned, largely covers all of Ontario's Greater Golden Horseshoe. With approximately 8 million people, this is the largest population concentration in Canada. The territory covered by treaty wraps around the west end of Lake Ontario, from the Rouge River that divides the City of Toronto and Durham Region to the Niagara River that divides Canada and the United States. From the Niagara River, it moves westward along the north shore of Lake Erie to west of Long Point. Moving inland, the territory covers many of Ontario's most major municipalities, like Toronto, Mississauga, Brampton, Oakville, Burlington, Hamilton, St. Catharines, Niagara Falls, Markham, Vaughan, Richmond Hill and others.

Vision

"The MCFN look to our Anishinabe roots to guide our vision for the future as a strong, caring, connected community who respects the earth's gifts and protects the environment for future generations. Our identity includes our history, language, culture, beliefs and traditions which we strive to incorporate into the programs and services offered to our community."



About the CEO Position

To build the Business Corporation, a visionary Chief Executive Officer is sought who will bring exceptional strategic, business and relationship management skills, and an appreciation for the vision, culture and values of MCFN.

Working with the Board of Directors, the CEO will:

- Guide and shape the strategic plan that charts the future course for the Business Corporation;
- Create and implement operational plans to achieve the goals established;
- Ensure a well-defined investment strategy that focuses on MCBC's principal objective of profitability; and
- Build and structure the Business Corporation effectively, beginning with a base of financial support provided by MCFN to ensure MCBC is on a sound footing.

It is anticipated that the CEO will hire a team who will support their building of the corporation and future operations. A furnished office for MCBC is already in place and human resources and other policies have been established.

The CEO will be a seasoned and respected business leader who has built, bought and sold small-to-large businesses across a wide range of industries, such as the construction and energy sectors. There exists significant opportunity for MCBC as development in the Greater Golden Horseshoe continues to have sustained growth. A track record of visioning, planning and implementation success will ensure the CEO can leverage these opportunities and those resulting from the Ni'Akinde Consortium.

The CEO will have the financial acumen and governance expertise to position MCBC for long-term success. As MCBC thrives and grows, the CEO will ensure the necessary policies, processes and procedures are implemented and that budgets, performance measures, and regular reporting are in place. Expert communication skills will help the new CEO articulate the vision and direction of MCBC with a broad variety of stakeholders, including the Board, Nation leaders, public sector stakeholders, and potential business partners. The CEO, while responsible to the board of directors, will engage regularly to keep the MCFN shareholder and MCFN community updated of MCBC affairs.

Qualifications

The CEO will possess a post-secondary education, or an equivalent combination of education and experience, in business or a related field, with a minimum of ten (10) years of experience leading business development. The CEO will also possess the following key qualifications:

- Corporate experience working under a board of directors as a CEO or in a senior management role;
- Strong experience preparing and analyzing business plans, financial forecasts, feasibility studies, etc., for presentation to boards of directors, potential business partners, government officials and lending institutions;
- Proven track record negotiating corporate agreements and contracts;
- Strong knowledge of and experience in conducting business locally and nationally;
- Strategic planning, financial, administrative, policy development and risk management abilities;
- Demonstrated mentoring and human resource management skills;
- Excellent verbal and written communication skills with the ability to communicate complex information to a variety of audiences;
- Strong integrity, business ethics, drive, and entrepreneurial spirit;
- Willingness to work sometimes long or irregular hours, travel as required and relocate to the Greater Toronto Hamilton Area (GTHA); and
- Experience working with First Nations.

To Apply

A competitive executive compensation package is offered for this role. If you are interested in assisting the MCFN realize their goals, please email your covering letter and resume in complete confidence to nicole@leadersinternational.com. For questions or to explore this exciting opportunity further, please contact Nicole Perry, Consultant with Leaders International, at 613-788-8254 x. 105 or via email.