



**JOB POSTING**  
**FIRST NATIONS LANDS MANAGERS ASSOCIATION FOR QUEBEC & LABRADOR (FNLMAQL)**

**Position Title:** Interim Executive Director- First Nations Lands Managers Association for Quebec & Labrador (maternity leave replacement)

The First Nations Lands Managers Association for Quebec & Labrador (FNLMAQL), is a federally registered not-for-profit organization that is Aboriginal-controlled, community-based, and membership-driven dedicated to raising professional capacity in First Nation land management.

FNLMAQL is a not-for-profit organization of committed First Nations in Québec and Labrador who are actively networking towards the enhancement of professional development and technical expertise in land management issues. FNLMAQL is committed to providing networking, peer support and training opportunities for First Nation Land Managers in Québec and Labrador.

FNLMAQL is accepting applications for the position of FNLMAQL Interim Executive Director.

**Position Summary:**

Under the direction of the FNLMAQL Board and immediate supervision of the FNLMAQL Chair, the interim Executive Director will, in accordance with the prescribed agreement and expectations of the National Aboriginal Lands Managers Association (NALMA) be responsible for the following:

- Maintenance and operation of the First Nations Lands Managers Association for Quebec & Labrador Administrative Hub according to the current approved work plan
- Support the FNLMAQL Board in the implementation of long-term strategic, proposals, annual operating plans and budgets
- Responsible for the financial management of the Association's revenues and expenditures within the parameters of an approved budget
- Provide a high level of administrative support for various projects, programing and communications consistent with NALMA
- Represent the association on various partnership initiatives, committees, and projects as it relates to the goals and objects of the Association
- Liaise with First Nations, other organizations, institutions, associations, Federal, Provincial Governments
- Promote the role of FNLMAQL and Regional Lands Associations (RLA) throughout Canada by encouraging, supporting and marketing the Professional Lands Management Certification Program (PLMCP), and ongoing professional development for First Nations Land Managers in Québec and Labrador
- Mentorship will be provided by the current executive director until 30 June, 2020

**Location:** Currently the FNLMAQL head office is located in Curve Lake First Nation, Quebec  
Administrative Hub location to be determined

**Employment Type:** Term contract until 31, August, 2021. Start date is immediate. The successful candidate will be subject to a probation period. Office hours required of Monday to Friday 8:30 am – 4:30 pm Eastern Standard Time. Evenings and weekends may be required.

**Annual Salary:** \$ 56,000

## **Duties and Responsibilities:**

### Office Administration

1. Maintain office space for FNLMAQL Administrative Hub
2. Oversee the implementation of long-term strategic and annual operating plans and budgets
3. Assist or take lead in the implementation of programs and projects
4. Perform outreach activities to assist First Nations in Québec and Labrador
5. Provide high level of administrative support on various types of project funding
6. Disseminate information, products, tools, and systems to FNLMAQL members, First Nations and other stakeholders
7. Organize FNLMAQL annual and quarterly meetings and other Board/Membership meetings as requested by the Board
8. Maintain project and program records, and ensure required reporting is prepared in an accurate and timely manner
9. Prepare communication for newsletters, website, annual report and other communications as required
10. Responsible for safeguarding confidential information
11. Oversee the implementation of the human resources policies, procedures and practices
12. Maintain a positive, healthy and safe work environment in accordance with all appropriate legislation and regulations

### Financial Management

1. Compile financial information to assist the FNLMAQL Board in preparing the annual budget
2. Ongoing promotion of the mission and vision statements, seeking funding and supporting opportunities including, but not limited to, grant applications, fundraising events and sponsorship programs. This includes negotiating and developing contracts with partners and sponsors on behalf of FNLMAQL and marketing the organization to current and potential supporters
3. Ensure projections are available for all planned activities in the annual work plan
4. Monitor all program budgets and expenditures and report potential variances to FNLMAQL Board
5. Ensure program invoices, receipts, deposits, and travel claims are accurately and efficiently processed according to FNLMAQL policies and procedures in accordance with generally accepted accounting principles (GAAP)
6. Prepare funding applications and proposals that enhance the benefits, services and/or operations of FNLMAQL

## **Work Environment**

Work is generally performed in an office setting; regular and task-specific meetings with stakeholders and partners may occur in major urban locations, mid-size regional cities and in urban or remote First Nation locations. Travel across Canada may be required. Hours of work will vary as required and will include occasional weekends and evenings.

## **QUALIFICATIONS:**

1. A University degree or college diploma in office administration or related field
2. Education or experience in the reserve lands management field would be an asset
3. Three (3) or more years of progressive and effective management experience

4. Fluency in both English and French (written, comprehension and oral)
5. Partnership/relationship building skills
6. Excellent financial skills and practical understanding of accounting principles
7. Excellent organizational and time management skills
8. Proven proposal writings skills
9. Strong communication skills
10. Flexibility to travel
11. Must possess a valid Class "5" Provincial motor driver's license, access to a vehicle and willingness to travel

**KNOWLEDGE:**

1. Knowledge of all federal and provincial legislation including: employment standards, human rights, Quebec civil code, occupational health and safety, non-profit organizations, privacy and freedom of information, etc.
2. Knowledge of current challenges and opportunities relating to the mission of FNLMAQL and NALMA
3. Knowledge of human resources management, financial management, information technology and project management
4. Knowledge of leadership and management principles as they relate to non-profit/voluntary organizations
5. Knowledge of First Nation land management issues and challenges

**Job Description:** Available upon request.

**Closing Date:** Friday, March, 13, 2020, 4:30 p.m. Eastern Standard Time (late applications will not be accepted).

**Interviews:** To be determined most likely early April, 2020, in a location to be determined (if location is not suitable, other arrangements can be made.)

This position requires a high-level of confidentiality, and a recent qualified Canadian Police Information Centre (CPIC) check.

**How to Apply:** Mail, Fax, or Email the following:

1. Covering Letter
2. Resume
3. Letters of Reference are encouraged

**Covering Letter and Resume must be submitted in both English and French.**

**Please Send To:**

First Nations Lands Managers Association for Quebec & Labrador  
c/o National Aboriginal Lands Managers Association  
1024 Mississauga Street  
Curve Lake, Ontario K0L 1R0  
Email: [fnlmaql.ed@nalma.ca](mailto:fnlmaql.ed@nalma.ca)  
Fax: (705) 657-7177

*Individuals of First Nations ancestry are encouraged to apply. Only those selected for an interview will be contacted. Incomplete applications will not be accepted. Job Description and Personnel Policy available upon request*