

Appointment opportunities

We know that our country is stronger — and our government more effective — when decision-makers reflect Canada's diversity. Moving forward, the Government of Canada will use an appointment process that is transparent and merit-based, strives for gender parity, and ensures that Indigenous Canadians and minority groups are properly represented in positions of leadership. We will continue to search for Canadians who reflect the values that we all embrace: inclusion, honesty, fiscal prudence, and generosity of spirit. Together, we will build a government as diverse as Canada.

The overarching goal of the Minister of Indigenous and Northern Affairs is to renew the relationship between Canada and Indigenous Peoples.

The Government of Canada is currently seeking applications from diverse and talented Canadians from across the country who are interested in the following positions:

Director (part-time positions)

First Nations Financial Management Board

The First Nations Financial Management Board is one of three First Nation institutions created through the *First Nations Fiscal Management Act* (the Act). The Act is a First Nations-led, opt-in legislation that provides First Nations with a legislative and institutional framework to exercise jurisdiction in the areas of financial management and taxation and provides a mechanism for First Nations to access long-term financing at preferred rates through the issuance of bonds on capital markets, similar to other governments in Canada.

The First Nations Financial Management Board assists First Nations in strengthening their financial management regimes and provides independent certification for First Nation's financial performance and financial management systems. Certification by the First Nations Financial Management Board is necessary for a First Nation to participate in pooled borrowing through the bonds issued by the First Nations Finance Authority. The First Nations Financial Management Board plays an integral role in strengthening First Nations' core governance functions and capacity, in ensuring the credibility of pooled borrowing under the Act, and in positioning First Nations to benefit from economic development opportunities. As a shared governance institution, the First Nations Financial Management Board is not an agent of the Crown but is accountable to the Minister of Indigenous and Northern Affairs.

The Board of Directors consists of a minimum of nine and a maximum of thirteen directors, including a Chairperson and Vice-Chair. The Vice-Chair is selected by the Board of Directors from among its members. Up to three members of the Board of Directors are appointed by the Aboriginal Financial Officers Association Canada.

Further details about the organization and its activities can be found on the [First Nations Financial Management Board's website](#).

Candidates must apply online by **11:59 p.m. Eastern Time on July 17, 2017**, via the [Governor in Council Appointments website](#). Your cover letter should be addressed to the Deputy Director of Selection Processes, Senior Personnel Secretariat, Privy Council Office, and should be sent only through the online application.

Per Diem: \$475 - \$550

Official Languages and Diversity

The Government of Canada will consider bilingual proficiency and diversity in assessing candidates for these positions. You are therefore encouraged to include in your online profile your ability to speak and understand your second official language. Preference may be given to candidates who are members of one or more of the following groups: women, Indigenous Canadians, persons with disabilities, and members of visible minorities.

To be considered for one of these positions, please provide examples from your career that clearly demonstrate how you meet the following requirements in your application:

Education and Experience

- A degree from a recognized university, Aboriginal Financial Manager certification, or an acceptable combination of education, job-related training or experience;
- Experience serving as a member or chairperson of a Board of Directors in a public or private sector board or a First Nations Council;
- Experience in First Nations administration, management, economic development, taxation, land management, or local government negotiations;
- Established credibility with First Nations communities;
- Experience in financial reporting, financial statement preparation, risk management, internal control development and implementation as well as financial performance measurement;
- Demonstrated business acumen including business case analysis, or entrepreneurial experience, or strategic planning, or technology; and
- Experience in human resource management, including performance management, executive management, training plan development or succession planning development.

If you are selected for an interview, the following criteria will be assessed:

Knowledge, Skills and Abilities

- Knowledge of statutory instruments, policy development and community engagement in the federal, provincial or municipal government;

- Knowledge of the *First Nations Fiscal Management Act* and other related legislation;
- Understanding of policy development and community engagement in the federal, provincial or municipal government;
- Knowledge of First Nations financial structures, processes and systems;
- Knowledge of the roles and responsibilities of the Board of Directors and Chief Executive Officer;
- Sound understanding and knowledge, or willingness to undertake a program of learning and training, of good governance and Board member conduct, duties and responsibilities;
- Excellent communication skills both written and oral;
- Ability to work in close collaboration with private and public sector representatives, and the public in partnership with Indigenous stakeholders; and
- Ability to manifest a set of generally accepted leadership qualities and qualifications (i.e., accountability, integrity, tolerance, confidence, results-oriented, and ability to make difficult decisions).

Language Requirements

Proficiency in both official languages would be preferred.

*If you move on to the next stage of the selection process, we will contact your references to verify how you have demonstrated the Experience requirements and the following **Personal Attributes** in your current and recently held positions:*

- Sound judgment
- High ethical standards and integrity
- Excellent interpersonal and intercultural skills
- Strong analytical skills
- Collaborative

Eligibility Factors and Conditions of Employment

In your application, it will be important that you confirm you meet the following requirements:

- The Board of Directors shall be composed of men and women from across Canada, including members of First Nations, who are committed to the strengthening of First Nation financial management and who have the experience or capacity to enable the Board to fulfil its mandate (statutory).
- You must be able to dedicate up to 20 to 25 days per year for Board meetings, including preparation and travel.
- You must be willing to travel within Canada for Board meetings, including for a minimum of four scheduled meetings that last two days each.

If you are appointed to one of these positions:

You must comply with the *Ethical and Political Activity Guidelines for Public Office Holders* throughout your appointment, as a term and condition of employment. The guidelines are available on the Governor in Council Appointments website, under [Forms and reference material](#).

You will be subject to the [Conflict of Interest Act](#). For more information, please visit the [Office of the Conflict of Interest and Ethics Commissioner's website](#).

A link to this notice will be placed in the *Canada Gazette* and the *First Nations Gazette* to assist the Governor in Council in identifying qualified candidates for these positions. It is not, however, intended to be the sole means of recruitment.

A roster of qualified candidates may be established and may be used for similar opportunities.

[Apply Online : https://www.appointments-nominations.gc.ca/slctnPrCs.asp?menu=1&lang=eng&SelectionProcessId=E2293345-2443-438E-9629-839FC1C89C73](https://www.appointments-nominations.gc.ca/slctnPrCs.asp?menu=1&lang=eng&SelectionProcessId=E2293345-2443-438E-9629-839FC1C89C73)