

# Leaders

INTERNATIONAL

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Executive Search



## Chief Executive Officer



**ALL NATIONS  
TRUST COMPANY**



## About the organization: All Nations Trust Company

All Nations Trust Company (ANTCO) is a provincially regulated financial institution providing financial services across the province of BC. With a track record of providing more than \$80 Million in financing to homeowners and entrepreneurs, ANTCO offers a wide range of services including:

- Business loans for the development, expansion, modernization, and/or acquisition of viable business projects;
- First Citizens' Fund Business Loan Program administered for the Provincial Government and working with other Aboriginal Capital Corporations in BC;
- Project management expertise;
- Commercial and Consumer Mortgages;
- Band assisted housing mortgages and CMHC Direct Lending; and,
- Ancillary Services related to trusts and agency agreements.

ANTCO also owns and operates three subsidiary companies, namely:

- All Nations Development Corporation (ANDEVCO) which provides a broad range of advisory services for Aboriginal entrepreneurs and First Nations in BC;
- All Nations Insurance Brokers Inc. (ANIB) which provides efficient and effective insurance and risk management solutions to Aboriginal communities, organizations, and businesses; and,
- All Nations Investment Corporation.



## About the organization: All Nations Trust Company (cont.)

### **Vision**

Self-reliant Indigenous people thriving in diverse economies.

### **Mission**

To facilitate Indigenous self-sufficiency through the provision of financial and business services.

### **Shareholders and Governance**

All Nations Trust Company is Aboriginal owned. Shareholders are comprised of Bands, Tribal Councils, Aboriginal Organizations, Métis Associations, Status, Non-Status, and Métis individuals. At least 75% of the Shareholders are situated within the Common Bond of Association made up of the Ktunaxa Kinbasket, Nlaka'pamux, Okanagan, Secwepemc and Stl'atl'imx territories.

The Board, which is elected by the Shareholders, has an Executive Committee comprised of Chairperson/ President, Vice President, Secretary & Treasurer plus seven voting members. The Board approves corporate policies, business plans, long term and strategic plans.

The Board is responsible for appointing the Chief Executive Officer (CEO) who is an ex-officio member of the Executive Committee.

To learn more about **ANTCO**, find the Annual Reports at [www.antco.bc.ca/about-us/annual-report](http://www.antco.bc.ca/about-us/annual-report)

# The Opportunity

Reporting to the Board, the CEO is accountable to the Shareholders of ANTCO & ANTCO's subsidiaries. She/He is responsible for directing the business activities of ANTCO with the objective of providing maximum profit and return on invested capital and achieving ANTCO's current and long range objectives.

The CEO leads the development of organizational strategies, policies and operational plans in collaboration with the Board and oversees the day to day business operations including finance, communications and marketing, and human resources. The CEO acts as the key Spokesperson for ANTCO and represents them with business partners, governments and communities.

## Key Responsibilities

Operating within policies established by the Board, the CEO is responsible for the following:

### **Financial health, compliance and sound governance:**

- In conjunction with the CFO, reviews and monitors financial performance and risk to ensure the Companies comply with regulatory guidelines (e.g. FICOM or the Insurance Council of BC regulations) and all Board approved policies and budgets;
- In conjunction with the CFO, establish targets for financial performance and provide relevant, timely information for the Board to create and approve annual budgets;
- Maintain a regular policy review process and revise or develop policies for approval by the Board;
- Keep abreast of political, technical or financial issues which may significantly impact the operations of ANTCO; and,
- Achieve a satisfactory return on assets by implementing appropriate investment and loans strategies to meet corporate financial objectives.

### **Business Planning:**

- Direct the development and implementation of the 1 - 5 year business plan for ANTCO, ANDEVCO, and subsidiaries; and,
- Incorporate relevant goals and strategic initiatives into the corporate business plan as set by the Board.

### **Operations and Innovation:**

- Proactively identify and assess potential new initiatives by performing due diligence in alignment with ANTCO's corporate mandate;
- Direct the implementation of objectives and operating plans for the Companies and revise the business plan accordingly on an annual basis;
- Analyze the operating results of the Companies and ensure that appropriate steps are taken to accelerate positive initiatives and/or correct unsatisfactory conditions; and,
- Prescribe and delegate appropriate authority levels for staff and management.

# The Opportunity (cont.)

## **Human Resources: Team engagement and performance management**

- In conjunction with the Executive Committee, develop and maintain effective human resource policies to support the strategic goals of ANTCO, lead a high-performing team and maintain their unique culture;
- Provide overall positive, energetic leadership for the organization;
- Manage and coach direct reports to ensure overall engagement, effectiveness and professional development of the team;
  - Direct reports include the Chief Financial Officer, Finance Manager, Business Loans Manager, CMHC Direct Lending Administrator, Business Development Manager (ANDEVCO), an Executive Assistant and other roles as approved by the Board;
- Lead the recruitment, employment, retention, promotion, performance management, discipline and/or termination of direct reporting staff/managers; and
- Manage and implement Board approved remuneration programs for ANTCO staff and the staff of ANTCO subsidiaries.

## **Public, Government and Community Relations:**

- Engage with Shareholders, communities, and individuals in a tactful and respectful manner;
- Keep abreast of the social, economic and political climates at federal, provincial and local levels; and,
- Represent ANTCO when appropriate in its relationships with colleagues, competitors, regulatory authorities and professionals.

## **Business Development and Marketing:**

- Identify and assess new opportunities for the Companies;
- Direct the design of branding, marketing, and communications initiatives and assess the effectiveness of existing marketing programs;
- Develop and maintain business development and marketing plans to increase market penetration; and,
- Build brand awareness and maintain a positive and credible presence within the community.

## **Shareholder Relations:**

- Ensure that ANTCO's services are consistent with stakeholders' needs & profitability objectives; and,
- Communicate with Shareholders and resolve outstanding issues through appropriate communication vehicles.

## **Board relations and reporting:**

- Establish an effective working relationship with the Board and provide support and consultative advice regarding all aspects of corporate and management functions and operations;
- Lead strategic planning initiatives and keep the Board informed on progress with implementation plans;
- Keep the Board apprised of regulatory issues and of the potential risks to ANTCO;
- Provide timely reports to the Board on all approved plans, Board motions and recommendations; and,
- Maintain communications with the ANTCO/ANDEVCO Board, ANIB Board, and all Corporate Board Committees.

# Qualifications

ANTCO is seeking a visionary leader with direct experience leading a multi divisional organization. She/he will possess strong business and financial acumen and will have demonstrated success leading a diverse team in a similar environment. The new CEO will bring a respectful, innovative and energetic approach, and she/he holds the following qualifications, skills, and key attributes:

## **Education and Experience**

A Bachelor or Master's degree in business administration, finance or other relevant post secondary credentials in combination with a minimum of ten years' successful experience in a senior leadership role. Specific experience in the field of economic development or banking/financial services industry will be an asset. Knowledge of Indigenous culture would be advantageous.

## **Skills and Attributes**

The successful candidate for ANTCO's CEO role will be described as:

- A strong leader and strategist—has the ability to articulate a dynamic vision and motivate management, staff, partners, and stakeholders to make the vision a reality;
- Decisive and action-oriented—is experienced, confident and takes the initiative to get things done;
- An experienced negotiator—has the ability to negotiate agreements and contracts for mutual benefit and positive outcomes;
- An effective administrator—has excellent organizational, time and performance management skills;
- An intuitive planner—has the capability to analyze options, establish plans, measure performance, and report results as well as the ability to anticipate and plan for change;
- An expert communicator—has comfort presenting to large groups at all levels and has the ability to relate to and convey a clear message to all stakeholders;
- A consensus builder—brings strong interpersonal skills and the ability to bring diverse interest groups together to deliver on the organizational mandate;
- A coach and mentor—provides the encouragement and guidance for high performers to grow in their careers;
- A competent financial and administrative manager—has proven experience developing and overseeing financial plans, budgets, policies, and procedures;
- Computer literate—has a natural ability to adapt to new technologies and platforms; and,
- Highly ethical and trustworthy—demonstrates a high level of integrity, responsibility, and accountability.



## The City: Kamloops

Kamloops is ideally located in the heart of British Columbia's sunny Southern Interior and is easily accessed by road, air, and rail.

The word Kamloops is the English translation of the Shuswap word Tk'emlúps, which means "where the rivers meet," and has been the home of the Tk'emlupsemc, the "people of the confluence," for centuries.

*Tk'emlúps has always occupied a place of great economic importance in our region. Traversed by two major waterways, traditional Tk'emlupsemc territory was the centre of major traffic and trade routes. Due to the community's great economic and military strength, as well as our ancestor's pivotal role in the creation of peace accords, the Tk'emlupsemc were designated the Secwepemc7uwi, "the real Shuswap."*

Kamloops is a great community that nurtures growth. It is one of Canada's premier host centres for developing amateur sports, tournaments, cultural events, high-performance training camps, and national and international competitions. As Canada's Tournament Capital, the city fosters a grassroots philosophy of inclusion, accessibility, and sports development. Incorporated as a city in 1893, Kamloops has transitioned into an urban city while maintaining its western hospitality.

Kamloops takes pride in its vibrant arts community. Year round locals and visitors alike enjoy professional and emerging art galleries and displays throughout the city. Amateur and professional theatre, music festivals, and established and emerging arts and culture organizations and events are held annually in public venues.

To learn more about **Kamloops**, go to [www.kamloops.ca](http://www.kamloops.ca)



## Additional Information

For more information or to apply for this opportunity, please contact:

Laurie Sterritt • Partner  
**Leaders International**  
880-609 Granville Street  
Vancouver, BC, V7Y 1G5  
Telephone : (236) 317-1103 ext. 104  
[laurie@leadersinternational.com](mailto:laurie@leadersinternational.com)

Robyn Hartley • Consultant  
**Leaders International**  
18 th Floor – 201 Portage Ave.  
Winnipeg, MB, R3B 3K6  
Telephone : (204) 515-3828 ext. 108  
[robynh@leadersinternational.com](mailto:robynh@leadersinternational.com)

**Leaders International** specializes in the recruitment of Board of Directors, leadership succession and executive level positions. Our global network, **Penrhyn International**, is a world leader in the executive recruitment industry, with more than 47 offices in over 25 countries on 5 continents.