

Huu-ay-aht Group of Businesses (“HGB”)

Seeking Expressions of Interest for
Board of Directors – HGB Operating Boards

ESTABLISHMENT OF HGB

On April 1, 2011, the Huu-ay-aht First Nations (“HFN”) became a self-governing First Nation (the “Government”) by virtue of the Maa-nulth Treaty. In 2012 and with the aim of separating its business operations from Government administration and politics, HFN established a corporate structure consisting of various Limited Partnerships (“LP’s”). An infographic is attached which depicts the structure.

HGB OPERATING STRUCTURE

HFN Development LP and its related General Partner, HFN Development Corporation (“HFNDC”), operate as the arm’s length conduit between the Government and the HGB Operating LP’s. Critical to the Nation’s success as a self-governing entity is the development of profitable and sustainable businesses that provide employment opportunities for citizens and revenue to the Nation.

The HGB Operating LPs consist of HFN Fisheries, Forestry, Gravel, Hospitality, Lands, Management and Market Limited Partnerships. The Board of Directors and management of the Operating LPs are mandated by the HFN Economic Development Act and a Governance and Fiscal Agreement to undertake the day-to-day operations of each of the businesses and to pursue business development for HFN and its citizens. The Board ultimately reports to the Government through HFNDC’s Board of Directors.

PRIMARY ROLES AND RESPONSIBILITIES OF THE OPERATING BOARD AND ITS DIRECTORS:

- Develop long range plans and strategies for the operating limited partnerships consistent with objectives, laws and requirements of the Government and the HFNDC Board;
- Prepare annual plans for each of the operating limited partnerships for approval by the Board of Directors of the HFNDC;
- Hire, develop and oversee executive management by approving annual plans, reviewing operational and financial results, audit for compliance with HFN and other government laws and develop and implement internal policies;
- Report operational and financial performance against established goals;
- Participate in regular monthly board meetings and Committees of the Board - current Committees are Human Resources, Governance and Compliance (“HRGC”) and Finance Audit and Risk Management (“FARM”)

THE DESIRED SKILL SET, EXPERIENCE AND PERSONAL QUALITIES WHICH A DIRECTOR SHOULD BRING TO THE BOARDS*:

- A positive attitude that promotes teamwork and adherence to Huu-ay-aht First Nations Sacred Principles of *ʔiisaak* (highest respect); *hišuk ma cáwak* (everything is one and connected); and *ʔuuʔatuk* (taking care of future generations)
- Knowledge of Huu-ay-aht First Nations and its government and corporate environments
- Strong ability to understand financial and non-financial performance reports
- Previous experience in a director or leadership position with an understanding of good governance practices
- Knowledge of and experience in the sectors in which HGB operates and/or experience in working in Indigenous communities and economic development
- Critical areas where experience is required include: real estate development, planning or related fields, communications and community engagement, and human resources
- Willingness and ability to devote time required to carry out Director duties and responsibilities

** (not all directors require all skills and experience listed, but the combination of experience is important to maintain a board with a diverse range of skills and experience)*

Directors will be paid an honorarium and reimbursed for travel expenses in support of Board meetings. Directors for this exciting opportunity are being sought through a competitive, fair and transparent process. Those identified as potential candidates will be invited to participate in a short interview, and we look forward to sharing experiences with you.

APPLICATION PROCESS

Please email an expression of interest to HFNDC Recruitment and Nominating Committee c/o teresa.g@huuayaht.com with subject header "Expression of Interest - Board of Directors HFN Operating Boards" by 4:30pm on Friday, July 23, 2021.

Huu-ay-aht First Nations Economic/Business Structure

HFN Guiding Principles

- 1 ?iisaak
- 2 ?uu?aʔuk
- 3 Hišuk ma cawak

4 
Ha'wiih Council

5 
Huu-ay-aht Citizens

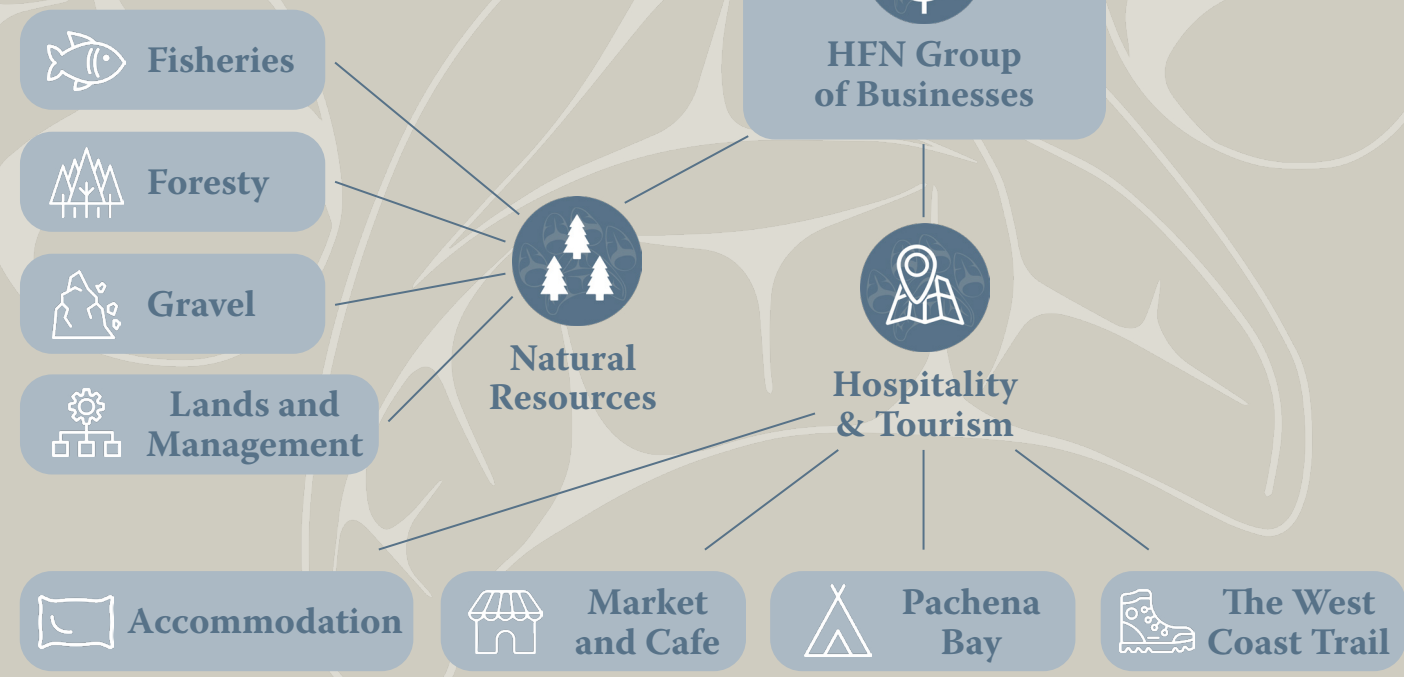
6 
Executive Council

7 
Economic Development Committee

10 
HFN Development Corporation Board of Directors

11 
HFN Group of Businesses (HGB) Board of Directors

12 
HFN Group of Businesses



9 The Economic Development Act

8 Government and Fiscal Agreement Regulation