



## INDEPENDENT FIRST NATIONS ALLIANCE

### Chief Financial Officer

Location: IFNA Thunder Bay Office and or Sioux Lookout Office

Department: Integrated Emergency Services

Type of Role: Full-Time Part-Time or Casual

The Independent First Nations Alliance (IFNA) is a First Nations-led Tribal Council dedicated to providing tailored support to its five member communities: Whitesand First Nation, Lac Seul First Nation, Kitchenuhmaykoosib Inninuwug, Pikangikum First Nation, and Muskrat Dam First Nation. Established in September 1987 and incorporated in 1989, IFNA operates with a deep understanding of First Nations perspectives, striving to offer unique advisory services, resource development, and various forms of support to help each community achieve excellence and self-reliance. With offices in Sioux Lookout and Thunder Bay, IFNA remains an accessible and First Nations-oriented resource, working diligently for and with the people it serves. **IFNA is currently recruiting a Chief Financial Officer (CFO), a new role created to further enhance their commitment to serving the community and ensuring sustainable growth and development for their member First Nations.**

**The Chief Financial Officer (CFO) will work closely with the CEO and the Board of Directors, playing an important role in driving IFNA's mission forward.** The CFO will lead with vision and strategy, ensuring financial health and administrative efficiency align seamlessly with IFNA's mission, vision, and growth objectives. This role requires a blend of analytical capabilities and compassionate strategic leadership to navigate complex landscapes, foster partnerships, and safeguard resources.

#### **Responsibility Overview:**

- Oversee, develop, and implement financial strategies aligned with IFNA's goals and objectives, including long-range sustainability.
- Lead the annual budgeting process and long-term financial planning efforts, providing strategic recommendations based on financial analysis and forecasting.
- Ensure compliance with relevant regulatory requirements, accounting standards, and funding agreements, and coordinate with external auditors, government reporting and regulatory agencies.



- Identify, assess, and mitigate financial and organizational risks through effective risk management strategies and internal controls.
- Oversee and continue to streamline HR, IT, asset management, purchasing, and financial processes to improve efficiency and effectiveness, providing guidance to a team and fostering a culture of accountability, collaboration, and continuous growth.

### **Position Requirements:**

- Post secondary education such as bachelor's degree, an MBA or CPA designation.
- At least 10 years of proven senior financial leadership experience with a First Nations or Indigenous organization.
- In-depth knowledge of financial management principles, practices, and regulations.
- Strong analytical skills and the ability to interpret complex financial data.
- Excellent communication, leadership, resource management, and interpersonal skills.
- Strategic thinker with a track record of driving financial performance and achieving organizational objectives.
- Ability to represent IFNA in various group activities through public speaking as required.
- Understanding of Indigenous history, traditions, and beliefs, with the ability to implement cultural values and practices within service delivery.

### **About IFNA | [www.ifna.ca](http://www.ifna.ca)**

The Independent First Nations Alliance (IFNA) is a Tribal Council in Ontario, representing five communities. IFNA provides second-level services to First Nations, including capacity development and regional project implementation, which are more efficient than individual communities managing these tasks alone. With a rapid growth trajectory from \$6 million in annual revenue in 2019 to \$35 million currently, IFNA is at an apex, necessitating enhanced financial oversight and strategic management.

Guided by a traditional consensus-building approach, IFNA's mission is to advance the priorities of its First Nations communities and foster healthy, sustainable environments. The organization has expanded significantly over the last few years. This growth has enabled IFNA to address emerging needs in health, education, and economic development. As IFNA continues to evolve, it remains committed to supporting its member communities through proactive problem-solving, capacity building, and strategic planning in collaboration with community leaders.



**To submit your candidacy** for this leadership opportunity, please email your resume in confidence to Annette Kohut, Senior Associate, Executive Search at [akohut@peoplefirsthr.com](mailto:akohut@peoplefirsthr.com) or to Karin Pooley, VP, Executive Search at [kpooley@peoplefirsthr.com](mailto:kpooley@peoplefirsthr.com).

*Please note that only candidates under consideration will be contacted.  
We value diversity and encourage individuals from Indigenous backgrounds to self-declare, as preference may be given to candidates with such backgrounds in line with our commitment to inclusivity and community representation*