

Adams Lake Indian Band - Call for Interest

Interim Director Natural Resources and Title and Rights

Background

Adams Lake Indian Band is seeking an Expression of Interest from qualified individuals to serve as Interim Director – Natural Resources and Title and Rights, following the unexpected passing of our Senior Stewardship Officer.

This interim role is intended to ensure continuity of administrative processes, stewardship across Title and Rights and Natural Resources. ALIB is committed to maintaining strong stewardship of Secwepemc Territory while honouring the legacy and responsibilities of this role.

Purpose of the Interim Role

The Interim Director will provide short-term leadership and operational oversight to stabilize critical functions, support staff, and ensure that priority stewardship, consultation, budgeting and governance obligations continue without interruption.

This is a temporary appointment, with scope and duration to be confirmed based on organizational needs.

Key Responsibilities

Reporting to the Chief Operating Officer, the Interim Director will be responsible for overseeing the core functions of the Senior Stewardship Officer role, including:

- Administrative oversight of Natural Resources and title and rights contractors
- Ensuring continuity of consultation, accommodation, and referrals processes with Crown agencies and proponents
- Providing strategic advice to Chief and Council, senior management, and staff on stewardship, jurisdiction, and reconciliation-related matters
- Supporting and mentoring staff to maintain operational stability and team cohesion
- Overseeing priority files related to forestry, fisheries, wildlife, land use, permitting, and territorial stewardship
- Maintaining relationships with Secwepemc Collective Nations, neighbouring First Nations, and provincial/federal partners
- Supporting ongoing negotiations, agreements, and external working groups as required

- Ensuring organizational risk, legal obligations, and ALIB laws and policies are respected and upheld

The Interim Director will focus on continuity, sound decision-making, and respectful engagement, rather than long-term structural redesign.

Qualifications and Experience

The ideal candidate will demonstrate:

- Significant experience working with First Nations governance systems, preferably in stewardship, land and resource management, or related leadership roles
- Experience in Forestry and preference given to a candidate who is a Registered Professional Forester
- Strong understanding of Indigenous Title and Rights, consultation and accommodation, and government-to-government relations
- Proven leadership experience managing multidisciplinary teams and complex stakeholder environments
- Ability to navigate politically and culturally sensitive matters with professionalism, humility, and relational accountability
- Experience providing advice to senior leadership and elected officials

An appreciation for Secwepemc values, laws, and stewardship principles is essential.

Term and Conditions

This is a temporary, interim appointment with anticipated compensation expectations of \$50.00 - \$60.00 an hour

- Duration, workload, and compensation will be determined based on operational needs and candidate availability
- The position may be structured as a contract or secondment, depending on the successful candidate.

How to Submit an Expression of Interest

Interested individuals are invited to submit a brief Expression of Interest outlining:

1. Relevant experience and background
2. Availability and proposed term
3. Approach to providing interim leadership during a period of transition

Application Instructions:

1. Current resume
2. Provide three references.
3. A Criminal Record Check (CRC) with results acceptable to ALIB will be required.

Application Deadline and Submission Details:

Expressions of Interest should be submitted to Dr. Shawna Biron, Chief Operating Officer by January 11, 2026 (Midnight PST), via email to mharmon@alib.ca

Alternatively, you may hand your application in to the ALIB Band Office, 6453 Hillcrest Road, Box 588, Chase, BC V0E 1M0.

Preference may be given to qualified ALIB band members and individuals who self-identify as First Nation, Inuit, or Indigenous ancestry. All applicants must be legally entitled to work in Canada. Although we acknowledge all those interested in the position, only those candidates selected for an interview will be contacted.