



JOB POSTING

Job title :	President	Posting #	CREECO-202501
Reports to :	Board of Directors	Department:	Executive Management
Head Office:	Ouje-Bougoumou. QC	Satellite Office:	Laval

1. Job purpose

The President is accountable for overseeing the overall performance, stability, and growth of Gestion ADC. Reporting to the Board of Directors, the President provides visionary leadership, ensures sound governance, and drives strategic initiatives to achieve long-term profitability and sustainability. This role is pivotal in strengthening relationships with Cree shareholders and clients, diversifying revenue streams, and guiding the organization through market challenges. The President acts as a bridge between the Board, executive management, and operational teams, ensuring alignment with the organization's mission, vision, and values.

2. Key responsibilities

Strategic leadership and governance

- Lead Gestion ADC to ensure long-term profitability and operational excellence including expansion and launching new revenue sources.
- Develop, implement, and monitor a Strategic Plan aligned with the Board's objectives and if needed cultivate an expansion plan to ensure continued growth.
- Redefine the organization's structure, operations, and culture to foster accountability, efficiency, and financial performance.
- Lead and facilitate strategic meetings and partnership development, especially for future growth and diversification.
- Foster a culture throughout the organization where every team member is empowered and accountable for delivering outstanding client experiences.
- Ensure excellence in corporate governance and transparent communication with the Board and key partners.
- Provide regular, comprehensive reports to the Board regarding performance and operations.
- Represent Gestion ADC at the Board, be accountable for all of its decisions and act as the organization's ambassador.
- Create synergies between subsidiaries in the group and collaborate in a meaningful manner ensuring minimal overlap.

Partner engagement and business development

- Identify and pursue opportunities for growth, diversification, and new client acquisition, both within and beyond Cree communities.
- Establish and nurture partnerships with major clients, both within James Bay and externally.
- Maintain and expand networks with key external partners, including but not limited to the Cree School Board, Cree Health Board, Cree Nation Government, and as well as other governmental agencies (federal, provincial and municipal).
- Foster strong, transparent relationships with clients, partners, and Cree communities.
- Represent Gestion ADC at industry events, in negotiations, and in community settings.
- Become the reference among all service providers in the industries and territory in which we operate.
- Position Gestion ADC as a preferred Cree service provider that meets the highest industry and community standards.
- Negotiate and manage key contracts and partnerships to secure long-term financial stability.

Operational oversight

- Oversee operations and support Director General with complex issues.



- Supervise and support the Director General and ensure the execution of strategic plans that reflect the shareholders' vision.
- Ensure that the processes in place support the established standards of client excellence and ensure in compliance with the Cree Prioritization Agreement.
- Promote a climate of trust, collaboration, and continuous improvement among team members.
- Review and, if necessary, restructure the management team to align with strategic objectives.
- Regularly review and summarize operations for the Board and assume responsibility for the decisions, ensuring operational excellence and compliance with organizational goals.
- Ensure proper recruitment of senior positions, and development of personnel in line with business needs.
- Conduct occasional site visits to promote a supportive work environment across geographically dispersed worksites.

Financial planning and management

- Ensure the long-term profitability and financial sustainability of Gestion ADC.
- Oversee budget development, financial management, and reporting, with a focus on maximizing value for shareholders.
- Implement financial reforms as needed to stabilize operations and reduce inefficiencies.
- Collaborate with CREECO for financial support and strategic alignment as required.
- Deliver measurable financial returns to shareholders and demonstrate value creation consistent with the company's strategic plan.

3. Supervision

- Report to the Board of Directors
- Supervise the Director General

4. Communication

Internal communications

- The President communicates regularly and directly with the Board of Directors, the Director General, and senior management, ensuring alignment on strategic objectives, operational updates, and the execution of the business plan.
- Communication involves complex, sensitive, and sometimes urgent matters, requiring diplomacy and tact.
- The President is expected to foster a transparent and collaborative culture, encouraging open dialogue and timely information sharing across all levels of the organization.



External communications

- The President serves as the primary representative of Gestion ADC to Cree beneficiaries, major clients, industry partners, suppliers, and prospective clients.
- The role requires the President to build, maintain, and enhance business relationships, manage complex negotiations, and represent the company at high-level meetings, community events, and industry forums.
- Communications are often complex, involving business development, partnership negotiations, and the management of sensitive issues or partners' expectations.

Qualifications

- Position is open to all, with a preference to Cree beneficiaries of the JBNQA

Education and experience

- Significant experience in leadership roles and management experience
- Experience in the service industry
- Formal training in a relevant field, an asset

Knowledge

- Strong knowledge of the service industry
- Knowledge of the construction industry, an asset
- Proficient in Microsoft Office
- Strong understanding of the Cree Nation

Skills

- Client-centric mindset
- Renown leadership qualities
- Ability to establish solid relationships and strong network
- Negotiation skills
- Effective public speaking skills
- Utmost integrity and business ethic
- Critical thinking, analytical and financial analysis skills
- Effective communication skills, both spoken and written English, Cree and French

Work conditions

Physical effort

- Static position at a computer station
- Involve significant travel and driving requiring physical effort

Physical work environment

- Location of head office in Ouje-Bougoumou
- Frequent travel

POSTING PERIOD & COORDINATES TO SUBMIT

Posting Period: **November 1st to 28th, 2025**

Email your resume and address cover letter to **ADC Executive Committee**

To: jobs@boc-creeco.ca

Subject: CREECO-202501