



Chief Executive Officer (CEO)

Cheam Enterprises Inc.

Cheam Enterprises Inc. ("CEI") is the economic development corporation of Cheam First Nation, responsible for managing and growing a diversified portfolio of operating businesses, partnerships, and strategic investments to generate long-term economic value for the Nation. Guided by a history of enterprise that has sustained the Xwchíyò:m people for generations, CEI operates with a commitment to disciplined capital allocation, strong governance, and culturally grounded economic development.

CEI is seeking a Chief Executive Officer (CEO) to lead the organization through its next phase of growth. This is a senior executive opportunity for a proven leader with experience overseeing multi-entity operations, investment portfolios, and complex partnerships.

The CEO will be responsible for overall organizational leadership, including setting strategy, directing operations, and advancing investment and corporate development initiatives. The role requires a disciplined approach to capital deployment, the ability to structure and execute partnerships, and a strong focus on long-term value creation across the portfolio.

Reporting directly to the Board of Directors, the CEO serves as the primary link between governance and operations, ensuring alignment between business performance, investment decisions, and the priorities of Cheam First Nation. The successful candidate will lead a team of senior professionals, oversee operating businesses, and drive new opportunities that strengthen CEI's economic position.

This role offers a unique opportunity to lead a purpose-driven organization where financial performance and community impact are equally critical. The CEO will play a central role in building a disciplined, high-performing enterprise focused on sustainable growth, resilience, and long-term wealth generation for the Nation.

Application Process

Interested candidates are invited to submit a resume and cover letter to: info@cheamenterprises.ca

Closing Date: June 30, 2026

We maintain the history of enterprise which has sustained The Xwchíyò:m for thousands of years in S'ólh Téméxw.



Effective Date: June 9, 2026

Chief Executive Officer (CEO)

Cheam Enterprises Inc.

Position Overview

Cheam Enterprises Inc. (CEI) is the economic development corporation of Cheam First Nation. CEI is responsible for managing and growing a diversified portfolio of operating businesses, partnerships, and investments for the long-term economic benefit of the Nation. Guided by the vision of maintaining the history of enterprise that has sustained the Xwchíyò:m people for thousands of years in S'ólh Téméxw, CEI operates with a commitment to ethical resource management, strong partnerships, and cultural integrity.

The Chief Executive Officer (CEO) provides overall leadership, strategic direction, and executive management of CEI and its affiliated entities. The CEO is responsible for driving organizational performance, overseeing a diversified portfolio of operating businesses, and leading the identification, evaluation, and execution of new business opportunities, partnerships, and investments.

The CEO serves as the primary link between CEI operations and its governance structure, working closely with the Board of Directors and Cheam First Nation Leadership, Administration and Community Members, to ensure alignment with community priorities while maintaining strong business performance and accountability.

In addition to executive leadership responsibilities, the CEO leads CEI's investment and corporate development function, including sourcing opportunities, structuring partnerships, evaluating capital deployment, and advancing strategic growth initiatives. The role is accountable for both operational performance and long-term value creation across CEI's portfolio.

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Organizational Structure

The Chief Executive Officer reports directly to the Board of Directors.

The CEO provides leadership and oversight to all CEI staff, including the Chief Financial Officer, Financial Controller, Business Managers, and administrative personnel.

The CEO works closely with the Board of Directors to establish strategic direction, approve major investments, and ensure strong governance, risk management, and accountability across the organization.

Key Responsibilities

Strategic Financial Leadership

- Lead the development and execution of CEI's overall strategy in alignment with the economic development goals of Cheam First Nation.
- Establish organizational priorities, performance targets, and long-term growth strategies across all business units and investments.
- Provide leadership in identifying and advancing opportunities that support sustainable economic development and wealth generation.
- Ensure alignment between CEI operations, investments, and community values and priorities.
- Foster a culture of accountability, professionalism, and continuous improvement across the organization.

Executive Management and Operational Oversight

- Provide executive oversight of all CEI operating businesses, partnerships, and initiatives.
- Ensure that Business Managers and operational leaders are effectively managing day-to-day operations and achieving performance targets.
- Monitor organizational performance including financial results, operational efficiency, and risk exposure.
- Ensure appropriate policies, systems, processes, and reporting frameworks are in place to support effective decision making.
- Address operational challenges and implement corrective actions where required.

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Investment and Corporate Development

- Lead the identification, evaluation, and execution of new business opportunities, partnerships, and investments.
- Develop and maintain a pipeline of strategic opportunities aligned with CEI's mandate and capital capacity.
- Structure and negotiate joint ventures, partnerships, and commercial agreements.
- Oversee financial and commercial due diligence processes for new investments and projects.
- Evaluate investment opportunities using financial and strategic criteria, including return thresholds, risk assessment, and long-term value creation.
- Prepare and present investment recommendations and business cases to the Board of Directors.
- Monitor performance of CEI investments and ensure alignment with expected outcomes.

Capital Allocation and Portfolio Management

- Establish and oversee a disciplined capital allocation framework across CEI's portfolio.
- Prioritize capital deployment across operating businesses, new ventures, and strategic investments.
- Ensure effective management of financial resources, including financing, reinvestment strategies and shareholder distributions.
- Work closely with the CFO to evaluate capital requirements, financing strategies, and funding structures.
- Optimize portfolio composition to balance cash flow stability, growth opportunities, and risk.

Governance, Board Relations, and Reporting

- Act as the primary liaison between CEI management and the Board of Directors.
- Provide regular updates, reports, and strategic recommendations to the Board.
- Support the Board in fulfilling its governance responsibilities, including oversight of risk, financial performance, and strategic direction.
- Ensure compliance with governance policies, legal requirements, and reporting obligations.
- Assist in the development and implementation of governance frameworks, policies, and procedures.

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Partnership and Stakeholder Relations

- Build and maintain strong relationships with Cheam First Nation leadership, Administration, and Community members.
- Build and maintain strong relationships with government agencies & industry partners.
- Represent CEI in negotiations, strategic discussions, and external engagements.
- Identify partnership opportunities that enhance CEI's economic position and access to projects and capital.
- Ensure that partnerships are structured to deliver long-term value and align with CEI's strategic objectives.

Financial Oversight and Performance Management

- Work closely with the CFO and Financial Controller to ensure strong financial management across all CEI entities.
- Review financial performance, budgets, and forecasts to ensure alignment with strategic objectives.
- Ensure that appropriate financial controls, reporting systems, and performance metrics are in place.
- Support financial decision making related to investments, operations, and capital allocation.

Organizational Leadership and Team Development

- Provide leadership, direction, and support to CEI's senior leadership team and staff.
- Establish clear roles, responsibilities, and performance expectations across the organization.
- Support recruitment, development, and retention of high-performing team members.
- Foster a collaborative, accountable, and results-oriented organizational culture.
- Ensure that internal capacity is developed in alignment with CEI's long-term growth objectives.

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Qualifications and Experience

Education

- Master's degree in business administration (MBA), Commerce, Economics, Finance, or a related field.
- Relevant professional designations or certifications considered an asset.

Experience

- Minimum ten years of progressive senior leadership experience in business, investment, or economic development roles.
- Experience leading or managing multi-entity organizations, investment portfolios, or operating businesses.
- Experience structuring and negotiating partnerships, joint ventures, and commercial agreements.
- Experience evaluating and executing investment opportunities, including financial modeling and due diligence.
- Experience working with First Nations organizations or Indigenous economic development corporations.

Skills and Competencies

- Strong strategic leadership and business acumen.
- Advanced capability in investment evaluation, financial analysis, and capital allocation.
- Strong negotiation and partnership structuring skills.
- Ability to balance financial performance with community priorities and long-term value creation.
- Strong decision-making capability in complex and dynamic business environments.
- Excellent communication and stakeholder engagement skills.
- High level of professionalism, integrity, and accountability.

Technical Skills

- Strong understanding of financial modeling, including DCF, IRR, NPV, and scenario analysis.
- Proficiency with Microsoft Office 365 and business reporting tools.
- Familiarity with financial reporting systems, dashboards, and data-driven decision making tools.

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- Understanding of corporate structures, First Nations governance frameworks, and investment vehicles.

Cultural and Organizational Alignment

- Demonstrated ability to foster a culturally safe workplace, including supporting cultural awareness, respectful engagement, and sensitivity to the lived experiences of Cheam First Nation members, staff, and community.
- Demonstrated respect for Indigenous governance, culture, and community values.
- Understanding of economic development within a First Nation context, including balancing financial returns with community benefit.
- Knowledge and appreciation of Stó:lō culture, traditions, and language is considered an asset.
- Ability to work in a collaborative environment that supports the economic development goals of Cheam First Nation.

Additional Requirements

- Preference for Indigenous Peoples
- Valid BC Class 5 Driver's License.
- Satisfactory Criminal Record Check.
- Ability to occasionally work evenings or weekends when required.



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