



EMPLOYMENT OPPORTUNITY DIRECTOR OF TECHNICAL SERVICES

Join Our Team

The North Shore Mi'kmaq Tribal Council (NSMTC) is seeking a Director to join our Technical Services team.

Position Title: Director of Technical Services

Report To: General Manager

Location: 47 Church Road, Natoaganeg, NB, E1V 4E6

Anticipated Start Date: November 16, 2026

Application Deadline: October 23, 2026

NSMTC Member Communities:

Ugpi'ganjig (Eel River Bar), Oinpegitjoig (Pabineau), Natoaganeg (Eel Ground), Metepenagiag (Red Bank), L'nui Menikuk (Indian Island), Tjipōgtōtjig (Buctouche), and Amlamgog (Fort Folly).

The Opportunity

Reporting to the General Manager, the Director of Technical Services is a key member of NSMTC's senior leadership team and provides strategic leadership and oversight to a diverse portfolio of technical programs and services supporting our member First Nation communities.

This is an exciting opportunity for a leader who can see the big picture while building strong relationships, developing people, strengthening systems and turning organizational and community priorities into action. The Director provides leadership to Technical Services Program Managers and works across NSMTC to ensure programs are well managed, appropriately resourced and aligned with the organization's strategic direction. The role has broad responsibility for departmental strategy, people leadership, financial and resource stewardship, governance and risk, partnerships, continuous improvement and the development of new opportunities that respond to the evolving needs of NSMTC member communities.

What You'll Do

- Provide strategic leadership and direction across NSMTC's Technical Services portfolio.
- Lead, mentor and support Program Managers and other assigned employees, establishing clear expectations, accountability and opportunities for development.
- Translate NSMTC's strategic priorities and Board direction into departmental plans, priorities and measurable results.

North Shore Mi'kmaq Tribal Council (NSMTC)

Main Office – 38 Micmac Road, Natoaganeg (Eel Ground) First Nation, NB E1V 4B1

T: 506.627.4611 | **F:** 506.627.4613 | **E:** Info@NSMTC.ca | **W:** NSMTC.ca

- Lead the development, implementation and evaluation of the Technical Services strategic plan.
- Provide oversight of departmental budgets, funding, forecasting, resource allocation and financial performance in collaboration with Finance.
- Ensure appropriate oversight of funding agreements, reporting requirements, program commitments and organizational obligations.
- Identify and manage operational, financial, people and reputational risks within the Technical Services portfolio and escalate significant matters appropriately.
- Provide the General Manager and Board with timely information, analysis and recommendations to support effective decision-making.
- Build a respectful, collaborative and accountable workplace culture grounded in NSMTC's values and commitment to serving First Nation communities.
- Develop leadership capacity within the department through coaching, mentorship, professional development and succession planning.
- Build and maintain strong relationships with member communities, Indigenous organizations, government departments, funding agencies, educational institutions, utilities and other strategic partners.
- Support the continued development and expansion of services related to housing, infrastructure, water and wastewater, solid waste management, climate change, energy and other emerging community priorities.
- Monitor emerging trends, policy changes, funding opportunities and service-transfer initiatives that may impact NSMTC and its member communities.
- Identify innovative technologies, partnerships, business opportunities and service-delivery approaches that strengthen Technical Services and create value for communities.
- Work collaboratively with other NSMTC Directors and departments to support organization-wide priorities and effective use of resources.

What You Bring

- You are an experienced leader who is comfortable working in a complex, multidisciplinary environment and balancing strategic priorities with organizational accountability. You bring:
- Post-secondary education in business or public administration, engineering, infrastructure, environmental sciences, project management or another relevant discipline.
- A minimum of seven (7) years of progressively responsible professional experience in technical services, infrastructure, engineering, environmental services, business administration, program management or a related field.
- A minimum of five (5) years of leadership or management experience, including experience leading, mentoring and developing employees and/or managers.
- Demonstrated experience overseeing multiple programs, projects and priorities within a complex organization.
- Strong financial and resource management experience, including budgeting, forecasting, funding proposals, contribution agreements and financial oversight.
- Experience with strategic planning, organizational development, change management and continuous improvement.
- Strong judgment and decision-making skills, with the ability to assess risk, consider organizational impacts and make sound recommendations.

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- Demonstrated ability to build strong teams, develop people, navigate challenging workplace issues and foster a respectful and accountable culture.
- Excellent relationship-building, communication, facilitation, negotiation and problem-solving skills.
- The ability to work effectively with First Nation communities, senior leadership, Boards, government, funding partners and other stakeholders.
- Knowledge or experience related to infrastructure, housing, water and wastewater, environmental services, engineering, energy or climate change would be considered an asset.
- Experience working with First Nation communities, Indigenous organizations and/or Indigenous Services Canada programs and funding would be considered a strong asset.
- An equivalent combination of education, training, professional experience and demonstrated leadership may be considered.

Leadership at NSMTC

Our team leaders are expected to lead beyond their individual departments. They connect the work of their teams to NSMTC's broader strategic direction, exercise sound judgment and decision-making, manage resources responsibly, develop people and leadership capacity, work collaboratively across the organization, and build trusted relationships with the communities we serve.

Leadership & People Management • Communication & Relationship Management • Decision-Making & Problem Solving • Planning & Strategic Execution • Financial & Resource Management • Cultural Competence & Community Engagement • Adaptability & Continuous Improvement

Above all, we are looking for someone who understands that strong leadership is about creating the conditions for people, programs, and communities to succeed.

Interested in Joining NSMTC?

If you are an experienced leader who is excited about the opportunity to strengthen [Department], develop people, and contribute to meaningful work with First Nation communities, we would welcome your application.

What We Offer:

- A work culture that supports employee wellbeing, diversity, engagement, and a sense of belonging.
- Competitive salary, pension, and benefits package, including access to an Employee and Family Assistance Program.
- Collaboration with a team of passionate professionals working towards contributing to the growth and success of First Nations communities.

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Additional Information:

The NSMTC is an equal opportunity employer and welcomes applications from all interested parties. However, if there are applicants of equal education, skills, and experience, preference may be given to members of our seven member communities.

Application Deadline:

Please submit your resume and cover letter to Tammy Scott, Human Resources Manager at careers@nsmtc.ca by October 23, 2026, at 4:00 p.m.

We thank those who apply, but only individuals selected for further consideration will be contacted. Applicants are responsible for the timely submission of applications.

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