



Executive Director of Community Services

Employment Opportunity

Position Title:	Executive Director of Community Services
Reports To:	Chief Operating Officer
Hours:	35 hours per week
Wage:	\$66.94 - \$86.63 per hour (<i>starting wage commensurate with experience</i>)
Status:	Full-time Permanent
Start Date:	September 14, 2026
Benefits:	Comprehensive benefits package RRSP options
Location:	Burns Lake, BC (on-site required)

At Lake Babine Nation, we believe that through good governance, we will ensure all members have a healthy, traditional, and prosperous future. Our commitment to respect, honesty, tradition, and health and wellness helps enable a strong community and brings a rich culture to Lake Babine Nation as a workplace. Our commitment to excellence creates the opportunity for an empowering and rewarding career with the Nation.

JOB SUMMARY

Lake Babine Nation (LBN) is seeking a strategic, compassionate, and people-focused leader to serve as our Executive Director of Community Services. This is an exciting opportunity to drive meaningful change and advance programs and services that support the health, wellness, cultural strength, and overall wellbeing of Lake Babine Nation members and communities.

Reporting to the Chief Operations Officer, the Executive Director of Community Services provides strategic leadership and oversight for Lake Babine Nation's largest member-serving portfolio, including Health, Wellness, Youth & Recreation, Culture & Language, Social Development, Employment & Training, and Child & Family Services. This role is responsible for fostering a high-performing and culturally grounded team, ensuring effective service delivery, and strengthening partnerships with Indigenous, government, and community organizations.

The Executive Director will champion a holistic approach to wellness that integrates Indigenous knowledge, culture, language, and community values into programs and services. Through visionary leadership, sound management, and a commitment to community wellbeing, the Executive Director will help advance Lake Babine Nation's vision of a healthy, traditional, and prosperous future.

OVERVIEW OF DUTIES & RESPONSIBILITIES

- Provide strategic leadership and direction for Lake Babine Nation's Community Services Division, ensuring programs and services align with the Nation's vision, values, and priorities.



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- Lead, mentor, and support a team of directors and managers responsible for health, wellness, culture and language, youth and recreation, social development, employment and training, and child and family services.
- Oversee the planning, implementation, and evaluation of programs and services that promote the holistic wellbeing of Lake Babine Nation members, families, and communities.
- Foster a collaborative, culturally safe, and high-performing work environment by coaching, mentoring, and developing leaders while promoting compassion, accountability, and respect.
- Build and maintain strong relationships with community members, Elders, leadership, government agencies, funding partners, and other stakeholders.
- Drive strategic planning, organizational growth, and continuous improvement initiatives across the Community Services portfolio.
- Ensure effective stewardship of departmental budgets, funding agreements, resources, and reporting obligations.
- Champion the integration of Indigenous culture, language, and traditional knowledge throughout service delivery and organizational practices.

QUALIFICATIONS

Education & Experience

- Bachelor's degree in Health Administration, Social Work, Community Development, Indigenous Governance, or a related field is required; a Master's degree is preferred.
- Ten years of progressive leadership experience, including significant experience leading managers, directors, or multidisciplinary teams within community services, health, social services, Indigenous governance, or a related field.
- Experience working within a First Nations government, Indigenous organization, or Indigenous community setting is strongly preferred.
- Equivalent combinations of education, training, and experience may be considered.

Skills & Abilities

- Strong understanding of Indigenous cultures, values, traditions, and the unique opportunities and challenges facing First Nations communities.
- Proven ability to lead and develop high-performing teams with a compassionate, people-centered approach.
- Exceptional relationship-building, communication, and stakeholder engagement skills.
- Experience developing and implementing strategic plans, organizational priorities, and change initiatives.
- Strong financial and operational management skills, including oversight of budgets, funding agreements, and reporting requirements.



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- Ability to build collaborative partnerships with community members, leadership, government agencies, and external organizations.
- Sound judgment, problem-solving, and decision-making skills in complex and evolving environments.

EMPLOYMENT REQUIREMENTS & CONDITIONS

Job Requirements

- Valid B.C. Driver's License.
- Completion of a Criminal Records Check with satisfactory results relevant to the position.
- Completion of a five-year ICBC Driver's Abstract.

Working Conditions

- Travel within LBN communities is required.
- Flexible hours, including evenings and weekends, may occasionally be required.
- Extended work hours may occasionally be required.

Apply Now!

Complete the [application form](#) and email it with your cover letter and resume to HR:

Attention: Human Resources
Email: hr@lakebabine.com

Pursuant to Section 41 of the B.C. Human Rights Code, preference may be given to applicants of Indigenous ancestry.

We thank all applicants for their interest; short-listed candidates will be contacted for an interview.