



Acho Dene Koe First Nation's
Group of Companies
Fort Liard, NWT

MEMBERS OF:



First Nation Major
Project Coalition



The First Nations Business
Development Association

JOB POSTING

CHIEF FINANCIAL OFFICER (CFO)

Location: Hybrid – 80% in Yellowknife or any location in Canada, and 20% in Fort Liard.
Employment Type: Full-Time
Salary: Mid \$100,000s annually plus with attractive benefits package including pension.
Reporting: President and CEO
Start Date: March 1, 2026, or sooner.

BACKGROUND

Acho Dene Koe First Nation's traditional territory spans parts of British Columbia, Yukon, and the Northwest Territories. We are negotiating modern treaties and self-government agreements with Canada. Our main community is in Fort Liard, Northwest Territories, where they uphold rights under Treaty 11. Acho Dene Koe's Group of Companies, including the First Nation generates close to \$15 million annually, with previous peaks exceeding \$20 million. We operate in oil and gas, civil and residential housing construction, camp services, drilling, energy transmission, real estate operations and maintenance, heavy hauling, crane services, aviation, and road maintenance. Expansion plans include forestry and logistics.

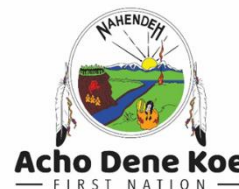
POSITION SUMMARY

Acho Dene Koe First Nation and its Group of Companies are seeking a **dynamic Chief Financial Officer (CFO)** to join our executive leadership team. The position will be employed by ADK Holdings Ltd, but responsible for oversight for both the First Nation's and its Group of Companies financial management. Reporting directly to the GM/CEO, this is a **hands-on hybrid role** that goes beyond traditional finance responsibilities.

This role provides strategic financial leadership, ensuring sound fiscal management, sustainable growth, and alignment with the Nation's values and long-term priorities. The CFO partners with the CEO, First Nation's Council, and the Group of Companies' Board, and external stakeholders to advance the Nation's economic and governance goals.

THE IDEAL CANDIDATE

- You are a **strategic and adaptable financial leader** who thrives in complex, high-growth, transformational environments with proven track record in executive-level financial management and strategic planning
- Strong financial acumen with proven ability to align financial tools with community priorities.
- Expertise in financial planning, analysis, and capital management.
- Ability to bridge strategic vision with operational execution, ensuring decisions remain grounded in community values and organizational sustainability.
- A **CPA designation** (required) and an **MBA** (considered an asset).



Acho Dene Koe Group of Companies
Beaver Enterprises Building, 1910 Poplar Road
Fort Liard, Northwest Territories, X0G 0A0
(Phone) 867-770-4571 (Mail) General Delivery

KEY RESPONSIBILITIES

- **Financial Leadership & Oversight**
 - Lead financial management, reporting, budgeting, and risk compliance across all business units.
 - Oversee financial planning and analysis, support capital management, and risk mitigation.
 - Ensure compliance with fiduciary responsibilities, regulatory requirements, and the Nation and Group of Companies' policies.
- **Strategic Partnership & Growth**
 - Partner with the CEO/GM, Council, and Board to drive sustainable growth and long-term planning.
 - Provide strategic financial, investment, capital planning, and risk management advice to the CEO/GM.
 - Support the development of strategic business and financial strategies to support the Nation and its Group of Companies' growth goals.
- **Team Development & Accountability**
 - Mentor and develop finance and accounting teams, fostering a culture of accountability, professionalism, and continuous improvement.
 - Guide a team in community finance professionals with a future-oriented approach, enabling the Nation and its Group of Companies to achieve ambitious plans.
- **Stakeholder Engagement**
 - Support in building strong partnerships with territorial, provincial and federal governments, lending institutions, industry representatives, and other funding partners.
 - Support and represent the Nation and its Group of Companies' financial interests in negotiations, partnerships, and external forums.
- **Values & Stewardship**
 - Ensure all financial strategies and decisions reflect the Nation's values.
 - Prioritize the best interests of members, advancing economic reconciliation and sustainable stewardship of Nation resources.

INTERESTED APPLICANTS:

We value diverse abilities, talents, and opinions, fostering innovation and collaboration. We are dedicated to a respectful, inclusive workplace and welcome all qualified applicants. Applications from First Nations persons are welcome. Only those selected for an interview will be contacted.

Email your cover letter/resume to.

Boyd Clark, Executive Chairperson (Acting President & CEO)
 ADK Holdings Ltd.
 General Delivery
 Fort Liard, NT X0G 0A0
 Email: jobs@adkcorporate.ca

APPLICATION DEADLINE: FRIDAY, JANUARY 30, 2026, AT 4:00 PM (MST).