CALL FOR DIRECTOR APPLICATIONS - Duz Cho Group of Companies

Duz Cho Group of Companies (Duz Cho) is seeking qualified and committed individuals to apply for a position on its Board of Directors. Duz Cho is wholly owned by McLeod Lake Indian Band and oversees a diverse group of businesses operating in industries that include heavy civil construction, forestry, energy, and strategic partnerships. The organization is committed to responsible growth, strong governance, economic development, and creating lasting benefits for McLeod Lake Indian Band and its members.

The Opportunity

Directors provide strategic leadership and governance oversight to support the continued growth and long-term success of Duz Cho. Working collectively, the Board establishes strategic direction, oversees organizational performance and risk, supports executive accountability, and ensures the organization operates in the best interests of its shareholder.

Key Responsibilities

Directors are expected to:

- Provide strategic guidance and sound governance oversight
- Review and approve strategic plans, annual budgets, major investments, and significant business decisions
- Monitor financial and operational performance
- Oversee organizational risk and ensure appropriate policies and controls are in place
- Support and evaluate the Chief Executive Officer
- Protect the interests of the shareholder
- Promote accountability, transparency, and ethical decision-making
- Prepare for and actively participate in Board and committee meetings
- Maintain confidentiality and appropriately manage conflicts of interest
- Act as an ambassador for Duz Cho and its values

Desired Qualifications and Experience

Duz Cho welcomes applicants with experience in one or more of the following areas:

- Board governance
- Executive or senior leadership
- Finance, accounting, audit, or risk management
- Heavy civil construction, forestry, energy, or natural resources
- Business development, partnerships, mergers, or acquisitions

- Human resources and organizational development
- Indigenous economic development
- Indigenous business partnerships and Nation-to-Nation relationships

Previous board experience is considered an asset but is not required. Governance training will be provided to the successful candidate.

Candidate Attributes

The ideal candidate will demonstrate:

- Strong judgment, integrity, and professionalism
- Strategic and independent thinking
- An understanding of a director's fiduciary responsibilities
- The ability to review complex financial and business information
- A collaborative and respectful approach to decision-making
- A commitment to the values and long-term interests of McLeod Lake Indian Band
- An understanding of Tse'Khene culture, governance, and economic development
- Sufficient time to prepare for and participate in Board and committee meetings

Term and Commitment

The successful candidate will be appointed for a term of three years. The Board meets approximately 12 times per year, with additional strategic-planning sessions, training, and special meetings scheduled as required. Some travel may be necessary. Directors receive compensation in accordance with Duz Cho's approved Board remuneration policy.

How to Apply

Interested candidates are invited to submit the following:

- A current résumé;
- A brief letter outlining their interest in serving on the Board;
- A summary of the skills and experience they would bring to Duz Cho; and

Applications must be submitted by November 9, 2026.

For full details and to access the online application form, visit duzcho.com and select News, then Call for Director Applications.

Applications may also be emailed to info@duzcho.com with the subject line:
Director Application – Duz Cho Group of Companies

For questions or assistance with submitting an application, contact:

Jodie Ethier
Executive Officer
Duz Cho Group of Companies
info@duzcho.com
250-788-5043

All applications will be treated confidentially. Only candidates selected for the next stage of the appointment process will be contacted. Duz Cho Group of Companies is committed to a respectful and inclusive selection process. Qualified McLeod Lake Indian Band members and Indigenous candidates are encouraged to apply.