



PATHWAYS
EXECUTIVE SEARCH



Technical Lead:
Landscape Ecologist & Restoration Specialist



firelight

The Organization

Who We Are

Firelight is the largest Indigenous-owned consulting group working with Indigenous Nations across Turtle Island, walking alongside communities in protecting rights and advancing self-determination.

We are a for-profit company, but more importantly, we are a values-driven organization. To us, success means more than business growth – it means living our values, honoring our commitments, and contributing to the long-term wellbeing of the Nations and partners we work with.

Our company is majority-owned by three First Nation individuals from across the country: Ketegaunseebee (Garden River First Nation in Ontario), Gaa-gwekwekojiwang (Ebb & Flow First Nation in Manitoba), and Tr'ondëk Hwëch'in (Yukon). Their leadership shapes the foundation of Firelight, setting a standard for what consulting in Indigenous communities can and should look like.

Our Approach

We know that most of our work takes place on the territories of Nations where we are guests. With this invitation comes responsibility – to approach the work with respect, humility, and a genuine willingness to learn.

At Firelight, we see our role as supportive, not central. Our work is guided by the voices and priorities of our clients, and our goal is to amplify and strengthen community direction, not provide it.

This means moving beyond traditional consulting models that can be extractive or outside-expert driven. Instead, we embrace a strengths-based approach, one that prioritizes Indigenous knowledge systems, traditions, worldviews, and cultural integrity. In every project, we also focus on transferring skills and knowledge – building capacity by bringing community members onto our teams, offering training and mentorship, and ensuring that the tools stay in community hands long after our work is done.



Our Vision & Values

As we look ahead, Firelight has developed a strategic plan to guide the next five years. This plan reflects both our vision for the future and the values that will continue to ground us.

Vision

We are trusted leaders in Indigenous consulting services, providing innovative approaches to community-driven research, engagement, and implementation to realize Indigenous sovereignty and jurisdiction.

Values

- **Relationships:** Building and nurturing reciprocal relationships is the core of what we do and who we are. We know our role as an Indigenous-owned company upholding Indigenous sovereignty.
- **Accountability:** We are accountable to our clients and to uphold the values of Firelight and our approach in the work we do.
- **Quality:** Our work is methodologically rigorous with products of the highest quality and continue to push boundaries of what is possible.
- **Responsibility:** We acknowledge our role in nurturing respect, trust, and taking responsibility for our actions.

To learn more about Firelight, please visit <https://www.firelight.ca/>

About the Role

Reporting to the Business Lead, the Technical Lead plays a central role in shaping how Firelight delivers meaningful projects and relationships. This is a leadership role for someone who combines deep technical expertise with a commitment to working in ways that respect and uphold Indigenous sovereignty.

The Technical Lead guides complex and innovative projects, ensuring they are designed, implemented, and carried out with excellence. They also serve as a mentor and knowledge holder within Firelight, supporting the growth of technical staff and contributing to a culture of learning, accountability, and respect.

This role is more than project delivery – it's about building trust, championing Indigenous-led approaches, and making sure the work we do strengthens the capacity of Nations now and into the future.

Key Responsibilities

Technical Advising

- Provide expert knowledge and leadership to the development and execution of ecological restoration projects primarily focused on Indigenous-led ungulate recovery, stewardship and landscape restoration;
- Lead robust and innovative, short and long-term restoration projects, acting as Principal Investigator, Lead Researcher or Project Manager;
- Act as a technical advisor and subject matter expert on ecological restoration projects;
- Work with the Business Lead to support the development of organizational learning and application of best practices in research methodologies and community engagement that centre Indigenous Knowledge and sovereignty;
- Ensure quality of all research products through completing or delegating peer review responsibilities;
- Support the adherence of ethical and legal standards and centring of Indigenous methods; and,
- Research and implement innovative practices that are aligned with emerging trends and best practices in their business area.

Key Responsibilities continued

Project Management Leadership

- Oversee the development and execution of multiple, concurrent, complex, multi-method projects aligned to client expectations and goals;
- Develop and monitor project scope, plans, budgets, and schedules to ensure successful project delivery;
- Work with Project Managers to ensure timely execution of current, planned, and/or adjusted tasks in alignment with the project scope and schedule;
- Identify and allocate fiscal and human resources, developing work plans and delegating tasks and work appropriately to achieve project success;
- Oversee and coordinate the work and activities of multiple research teams, identifying areas for further development and growth;
- Work with and coordinate the activities of client partners and others, including Firelight team members and external consultants, to develop, design, and implement projects;
- Oversee and manage Firelight's fiscal resources and project budgets, ensuring business profitability;
- Oversee logistical coordination of multi-day community engagements with the research team; and,
- Oversee improvements in research and project management practices across the research team, identified through project evaluation.

Client Engagement

- Manage client relations according to Firelight's values, tools and approaches, ensuring project deliverables meet client expectations;
- Represent Firelight to clients, communities and in expert technical meetings with minimal supervision and review;
- Nurture and cultivate partner and client relationships through service excellence, knowledge transfer, and skills development; and,
- Support and coach others in effective community engagement aligned to Firelight's values and in support of shared objectives.

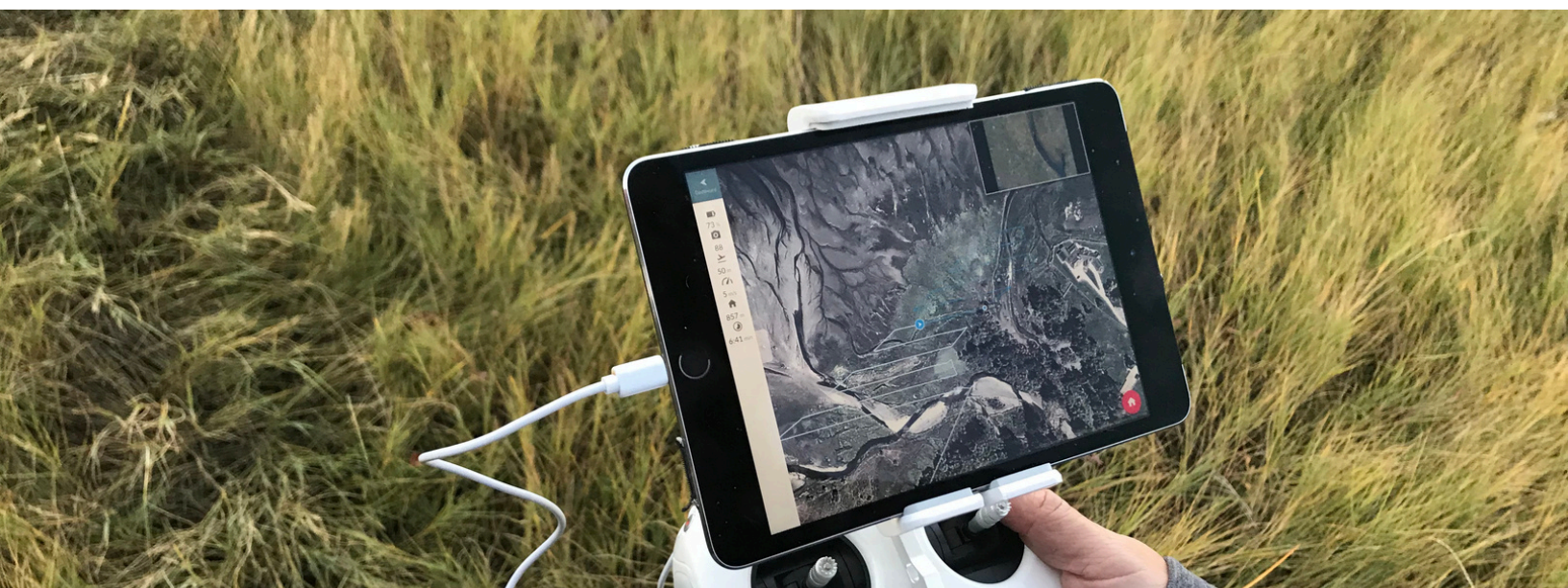
Key Responsibilities continued

People Leadership

- Provide intellectual leadership, technical expertise, strategic advice, mentorship and training to in-house staff and associates;
- Provide feedback on staff performance to Program Managers to inform performance management and professional development;
- Foster and role model a positive and respectful workplace, aligned to Firelight's values and objectives;
- Ensure the workplace, including while travelling for in-community and on-territory work, meets all health and safety guidelines and regulations;
- Approves overtime for staff working on their projects with oversight from Program Managers;
- Works with Program Manager in the onboarding process for new staff; and,
- Lead Firelight's organizational learning and knowledge for team development.

Business Management & Development

- Support the Business Lead in proactively identifying new business opportunities and services;
- Oversee the development of proposal submissions and scopes of work; and,
- Represent Firelight at forums, meetings and conferences.



The Candidate

This is a role for a seasoned professional who brings not only technical expertise, but also a deep respect for Indigenous knowledge and values. The ideal candidate is someone who thrives in collaborative environments, is committed to mentorship and capacity building, and is motivated by the opportunity to walk alongside Nations in advancing their priorities.

- 10+ years of recent, relevant experience;
- 10+ years of experience working with and for Indigenous nations;
- Master's degree;
- PhD or equivalent in experience is an asset;
- Registered Professional Biologist; and,
- Fluency in spoken and written English.

Employment Highlights

Firelight is committed to building a diverse and welcoming workplace where people can thrive. We are especially dedicated to increasing the number of Indigenous employees within our organization, and we warmly encourage Indigenous applicants to self-identify during the recruitment process. Preference may be given to these applicants as part of our commitment to Indigenous leadership and inclusion.

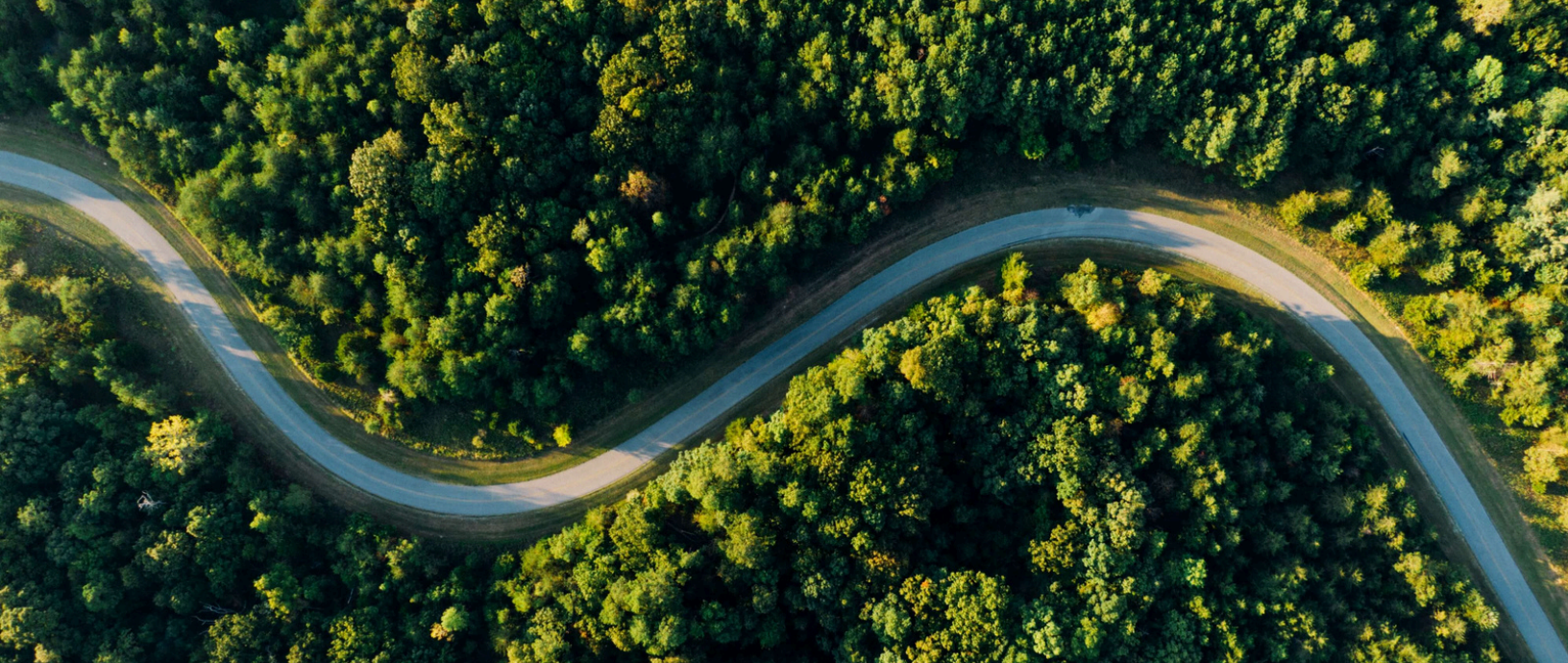
The position offers a competitive compensation package with a salary range of **\$110,000 to \$149,000**, along with a strong suite of benefits to support balance, wellness, and growth.

Working Conditions

- Some travel is required;
- A valid driver's license and access to a reliable vehicle are needed for travel;
- Participation in cultural events, gatherings, and ceremonies is supported and encouraged; and,
- Flexible work scheduling to balance organizational needs with personal and community responsibilities.

Benefits include:

- A **4-day work week**, supporting balance and wellbeing;
- Remote and hybrid work arrangements;
- Funding for professional development;
- Flexibility for family and cultural obligations;
- Health and wellness funding;
- Regular opportunities for team connection and relationship-building;
- **...and more.**



To Apply

For more details or to further explore this important strategic leadership opportunity, please contact:

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To apply, please submit a cover letter and resume in PDF format to Pathways Executive Search outlining your interest, qualifications, and experience.

Email: Applications@PathwaysExecutiveSearch.com, please include **Firelight** in the subject line.

Pathways Executive Search is an international executive recruitment firm, known for its ability to attract and recruit talent in culturally grounded ways. Guided by Indigenous values and principles of Indigenous inclusion, Pathways walks with those looking to broaden candidate pools, find qualified and experienced candidates, and live out their values and commitment to creating workplace cultures where people can thrive.