



HERE'S YOUR CHANCE TO GET INVOLVED IN THE REGION'S GROWTH AND DEVELOPMENT!

One of the largest employers in the Far North, the **KATIVIK MUNICIPAL HOUSING BUREAU (KMHB)**, a non-profit organization, is responsible for social housing management and operations in the Kativik Region, is looking for its next **DIRECTOR GENERAL** to manage its 3,600 social housing units located in 14 villages in Nunavik. Its mission is to provide comfortable, safe and affordable homes adapted to the needs and culture of the Inuit in order to contribute to the development of vibrant, sustainable and safe communities.

DIRECTOR GENERAL – KUUJUAQ

The KMHB is looking for a true mobilizing leader, with a strong reputation for integrity and a proven track record for achievements in change management, which promote the team integration and sharing expertise to reduce resistance to change. Reporting to, appointed by and accountable to the Board of Directors (BoD), the Director General (DG) provides leadership, supervision and control of all activities related to the organization's operations. In this role, the DG is required to implement the BoD's decisions while respecting the provisions of the operating agreement between the *Kativik Municipal Housing Bureau* (KMHB) and the *Société d'habitation du Québec* (SHQ). As such, the DG reports on overall activities and expected results with respect to the objectives set by the BoD. In his role, he will lead a team of six (6) executives and 250+ employees.

The incumbent's duties as DG include responsibility for developing and implementing short-, medium- and long-term strategies and action plans in accordance with the organization's strategic orientations and management philosophy. The incumbent ensures their implementation, the application of innovative management practices focused on process optimization and maintains and promotes a culture of customer service with a constant concern for improving the Inuit quality of life.

The specific accountabilities and main duties of the DIRECTOR GENERAL also include:

- Board of Directors;
- Operations and Management;
- Representation / Ambassador/ Public relations;
- Selecting tenants, leasing and maintaining lodgings;
- Managing financial, human, material and informational resources;
- Implementing social and community activities;
- Supporting tenant associations;
- Maintaining relationships with local socio-community organizations.

Profile

Education:

- Undergraduate degree in business administration or equivalent, in an appropriate discipline.
- Relevant professional experience acquired on other related job functions can compensate for the absence of a university degree. Graduate diploma an asset.

Experience and knowledge:

- Minimum 10 years of experience in a similar position, with five in team management.
- Any experience working in a municipal or regional housing office will be considered a major asset.
- Proven experience in operational, financial and budget management.
- Understanding of and experience with government bodies (an asset).
- Knowledge of real estate management: construction, renovations and maintenance of buildings.
- Experience working with a board of directors.
- The candidate must be able to work in two of the three languages of the region (French, English and Inuktitut).
- Be able to travel inside and outside the Kativik region in sometimes difficult weather conditions.

Competencies and skills:

- High political sense and know-how.
- Decision making/decisiveness. Problem solving.
- Inspiring and mobilizing leadership especially in a decentralized mode organisation.
- Strategic vision and ability to communicate said vision.
- Ability to manage in a context of paradoxes, contradiction, and ambiguities.
- Partnering. Develop and build alliances. Collaborate across boundaries to build strategic relationships and achieve common goals.
- Strong sense and respect for the diversity, scope and scale of Kativik's challenges and issues.
- Leveraging diversity. Cultural awareness and sensitivity.
- Strong ability to maintain positive and effective interpersonal and working relationships.
- Excellent communication and presentation skills.
- Active listening skills. Relational profile: close to people and accessible.
- Strong sense of customer service.
- Public Service Motivation. Demonstrated commitment to the position within the community.

Conditions

- Minimum salary of \$117,324 which may be increased following an evaluation of the candidate's professional background, years of experience related to the position and academic training | 35 hours per week | Employee benefits upon entry into the position: short-term disability/long-term disability and medication insurance (50% employer / 50% employee) | 12 day sick day bank that can be redeemed at the end of the year | RRS: 7% employer / 4% employee | five weeks of vacation, 15 statutory holidays, possibility of two additional weeks of accumulated time plus two additional weeks of special leave;
- Position includes a number of periodic return trips to the South based on the individual's personal and family situation, equivalent to a minimum of three trips per year.
- Cost of living allowance and cargo allowance based on personal and family situation. Furnished housing rented at an attractive rate.

For more information on this outstanding leadership opportunity, please contact Lyne Barbeau at 514 393-4701 or 514 824-0776. Please click [here](#) to read the full text of the profile in English or [here](#) to read the profile in Inuktitut.

Candidates interested in this position should submit their resume and letter of interest by email no later than October 29, at 4:00 PM to barbeau.lyne@rcgt.com.

We thank all applicants for their interest, however only those candidates selected for interviews will be contacted.

Employment equity

This employer is an equal opportunity employer and has an equal opportunity employment program for women, Aboriginal people, visible minorities, ethnic minorities, and persons with disabilities.