**You are a seasoned leader who wants to work in an organization with a human dimension?**

**You want to be involved in an essential mission and take on a role with a direct impact on the well-being of Inuit communities?**

**You are interested in leading a dedicated leadership team and ready to support the vision of improving social housing in Nunavik?**

**Be bold—bridge the gap between your professional and personal challenges! Join US…**

# DIRECTOR GENERAL – NUNAVIK - KUUJJUAQ

Kativik Municipal Housing Bureau (KMHB) is a non-profit organization responsible for social housing management and operations in the Kativik Region and manages 3,700 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.

**This position requires that the candidate be located in Kuujuaq. The candidate will be eligible to take up to six periodic returns based on the transportation budget and the candidate's personal and family situation. Considering that the position requires frequent travelling between villages and due to government travel requirements, the candidate must be fully vaccinated. The candidate must also be able to work in French and English. Knowledge of Inuktitut is an asset. The candidate must be able to travel inside and outside the region in sometimes difficult weather conditions.**

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 KMHB and the Société d'habitation du Québec (SHQ). The DG will lead a six-person management team and a total of 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 DG is responsible for planning, organizing, directing and controlling activities related to:

- 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.

**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.
- Strategic and operational experience.
- Proven experience in operational, financial and budget management.
- Proven experience in working in a decentralized organization.
- 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.

**Competencies and skills:**

- High political sense and know-how.
- Strategic vision and ability to communicate said vision.
- Ability to manage in a context of paradoxes, contradiction, and ambiguities.
- Partnering. Ability to develop and build alliances and collaborate across boundaries to build strategic relationships and achieve common goals coupled with excellent communication and presentation skills.
- Strong ability to maintain positive and effective interpersonal and working relationships.
- Ability to initiate, structure and manage change.
- 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 and up to $142,836 (based on an evaluation of the candidate's personal background, years of experience related to the position and academic training).
- 35 hours per week.
- Five weeks of vacation, 15 statutory holidays, possibility of two additional weeks of accumulated time plus two additional weeks of special leave.
- Twelve sick days.
- Vacation, statutory holidays, and additional weeks can be redeemed at the end of the year.
- Group insurance: upon entry into the position (50% employer/50% employee).
- Fees related to a professional order and professional training will be paid.
- Travel expenses from the DG'S home to the place of work in Nunavik will be paid.
- Cost of living allowance and cargo allowance based on personal and family situation and on the destination community. Per diem rates can go up to $79 farther north.
- Furnished, heated and lighted housing that meets the DG's needs at an attractive rate.
- Other benefits: vehicle provided, mobile phone.

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, here to read the profile in French or here to read the profile in Inuktitut. **Candidates interested in this position should submit their resume and letter of interest, in French and in English, by email no later than January 22, 2022 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.

The masculine generic refers to both the masculine and feminine genders and is used for conciseness purposes only.

**ᓯᕗᓕᕐᑎᐅᓕᓂᐅᕕᑦ ᐱᓇᓱᒍᒪᑦᓱᑎᑦ ᑎᒥᐅᔪᒥ ᐃᓄᓐᓂᒃ ᐃᑲᔪᕐᓯᒍᒪᓂᓕᒻᒥ?**

**ᐃᓚᐅᒍᒪᕕᑦ ᐱᒻᒪᕆᐊᓗᒻᒧᑦ ᐱᔭᕆᔭᐅᒐᓱᑦᑐᒧᑦ ᐊᒻᒪᓗ ᐱᔭᕋᑖᕐᓗᑎᑦ ᑐᒃᓇᓇᑐᒥᒃ ᓱᕐᔪᒥᒃ ᖃᓄᐃᖕᖏᓱᐊᕐᓂᖏᓐᓂᒃ ᐃᓄᑐᐃᓐᓂᑦ ᓄᓇᓕᖏᑦᑕ?**

**ᐅᓇᒥᓱᒃᑮᑦ ᓯᕗᓕᕐᓂᒥᒃ ᑐᓂᒪᑦᓱᐊᑐᓂᒃ ᓯᕗᓕᕐᑎᓂᒃ ᐊᒻᒪᓗ ᐊᑐᐃᓐᓇᐅᓯᑎᑦ ᓴᐳᑦᔨᓂᕐᒧᑦ ᓯᕗᓂᕐᒧᑦ ᑕᑯᓐᓇᑕᐅᔪᒥᒃ ᐱᐅᓯᒋᐊᓇᓂᕐᒧᑦ ᐃᓄᐃᑦ ᐃᓪᓗᖏᓐᓂᒃ ᓄᓇᕕᒻᒥ?**

**ᓴᐱᕐᑑᒋᑦ—ᒥᑭᓕᒋᐊᒃᑭᑦ ᐊᕐᔨᒌᖕᖏᓂᖏᑦ ᐊᑯᓐᓂᖓᓂ ᐱᓇᓱᒐᕐᓂ ᐊᒻᒪᓗ ᓇᒻᒥᓂᒃ ᐊᕐᓱᔫᑎᒋᖅᑲᑦᑕᑕᑎᑦ! ᐃᓚᐅᒋᑦ ᐅᕙᕐᑎᓄᑦ…**

# ᑲᒪᔨᒻᒪᕆᒃ — ᓄᓇᕕᒃ-ᑰᑦᔪᐊᖅ

ᑲᑎᕕᒃ ᓄᓇᓕᓐᓂ ᐃᓪᓗᓕᕆᓂᕐᒧᑦ ᐊᓪᓚᕕᒻᒪᕆᒃ ᖃᖏᕐᓂᑯᓕᐅᕐᑎᐅᖏᑦᑑᓱᓂ ᑎᒥᐅᔪᖅ ᐱᔭᕐᓴᒃ ᐃᓄᐃᑦ ᐃᓪᓗᖏᑦᑕ ᐊᐅᓚᑕᐅᓂᖏᓐᓂᒃ ᐊᒻᒪᓗ ᐃᖏᕐᕋᑎᑕᐅᓂᖏᓐᓂᒃ ᑲᑎᕕᐅᑉ ᓄᓇᖓᓂ ᐊᒻᒪᓗ ᑲᒪᒋᔭᖃᕐᓱᓂ 3,700-ᓂᒃ ᐃᓄᐃᑦ ᐃᓪᓗᖏᓐᓂᒃ 14-ᓂ ᓄᓇᓕᓐᓃᑐᓂᒃ ᓄᓇᕕᒻᒥ. ᐱᔭᕆᓱᑦᑕᖓ ᐱᑕᖃᕐᑎᓱᓂᖅ ᐃᓱᕐᓇᕐᑐᓂᒃ, ᐊᑦᑕᓇᕐᑐᒦᓐᓇᖏᑦᑐᓂᒃ ᐊᒻᒪᓗ ᐊᑭᑐᔫᓪᓗᐊᖏᑦᑐᓂᒃ ᐊᓂᕋᓂᒃ ᓴᓇᔭᐅᓯᒪᔪᓂᒃ ᑭᖅᖑᒪᒋᔭᖏᓐᓄᑦ ᐊᒻᒪᓗ ᐃᓗᖅᑯᓯᖏᓐᓄᑦ ᐃᓄᑐᐃᓐᓂᑦ ᐃᑲᔪᕐᓯᒍᑎᐅᑦᓱᑎᒃ ᐱᕙᓪᓕᐊᑎᑕᐅᓂᖏᓐᓄᑦ ᕿᑦᑕᒐᖓᑦᓱᑦᑐᑦ, ᑲᔪᓯᑎᑕᐅᓂᖏᑦᑐᑦ ᐊᑦᑕᓇᕐᑐᒦᓐᓇᖏᑦᑐᑦ ᓄᓇᓖᑦ.

**ᑖᑦᓱᒥᖓ ᐱᓇᓱᒐᖅᑖᕐᓱᑦᑐᖅ ᐱᓇᓱᒋᐊᖅᑲᕐᔭᕐᑐᖅ ᑰᑦᔪᐊᒥ. ᐱᓇᓱᒐᖅᑖᕐᓱᑦᑐᖅ ᐱᖓᓲᔪᕐᑐᕕᓪᓗᓂ ᐅᑎᕐᑕᓇᓇᑐᖅ ᑐᖓᖅᕕᒋᓗᒍ ᖃᖓᑦᑕᐅᑏᑦ ᑐᕋᒐᖓ ᐊᒻᒪᓗ ᐱᓇᓱᒐᖅᑖᕐᓱᑦᑐᑉ ᓇᒻᒥᓂᖅ ᐊᒻᒪᓗ ᐃᓚᖏᑦᑕ ᖃᓄᐃᓕᖓᔪᒦᓐᓂᖓ. ᐃᓱᒪᒋᑦᓱᒍ ᐱᓇᓱᒐᖅ ᐊᕐᕕᑕᖃᑦᑕᓇᐊᖃᕐᒪᑦ ᐊᒥᓱᕕᓪᓗᓂ ᓄᓇᓕᓐᓄᑦ ᐊᒻᒪᓗ ᐱᑦᔪᑎᑦᓱᑦᑐᑉ ᖃᕙᒪᒃᑯᑦ ᖃᖓᑕᓂᕐᓱᑦ ᐊᑐᑦᑕᐅᕐᑯᔭᖏᑦ, ᐱᓇᓱᒐᖅᑖᕐᓱᑦᑐᖅ ᒪᕿᕕᓪᓗᓂ ᑲᐱᔭᐅᒪᒋᐊᓕᒃ. ᐱᓇᓱᒐᖅᑖᕐᓱᑦᑐᖅ ᐱᓇᓱᒍᓇᓇᐊᖃᕐᒥᔪᖅ ᐅᐃᒍᐃᑎᑐᑦ ᖃᓪᓗᓈᑎᑐᓪᓗ. ᐃᓄᑦᑎᑑᕈᓐᓇᓂᖅ ᐃᑲᔪᕐᓱᔪᖅ. ᐱᓇᓱᒐᖅᑖᕐᓱᑦᑐᖅ ᐊᕕᑕᕈᓐᓇᓇᐊᓕᒃ ᓄᓇᕕᒻᒥ ᓱᓚᑖᓄᓪᓗ ᐃᓚᖓᓂ ᓱᓚᕐᓱᐊᖑᖕᖏᑐᒃᑯᑦ.**

ᐊᖓᔪᖅᑲᖃᕐᓗᓂ, ᑎᒃᑯᐊᑕᐅᒪᓗᓂ ᐊᒻᒪᓗ ᓵᑕᐅᒍᓐᓇᓗᓂ ᑲᑎᖕᖓᔨᓄᑦ, ᑲᒪᔨᒻᒪᕆᒃ ᓯᕗᓕᕐᑎ, ᐊᖓᔪᖅᑲᖑᑦᓱᓂ ᐊᒻᒪᓗ ᐊᐅᓚᕐᓱᓂ ᐱᓇᓱᐊᕐᓂᓚᒦᓂᒃ ᑎᒥᐅᔪᑉ ᐃᖏᕐᕋᓂᖓᓄᓕᖓᔪᓂᒃ. ᑕᒃᑲᓂ ᐃᓂᒥ, ᑲᒪᔨᒻᒪᕆᒃ ᐊᑐᓕᕐᑎᓱᖃᑦᑕᕆᐊᓕᒃ ᑲᑎᖕᖓᔨᑉ ᑐᑭᑖᕕᓂᖏᓐᓂᒃ ᒪᓕᕐᓱᐊᖏᓐᓇᓗᓂ ᒪᓕᑦᑕᐅᕆᐊᓕᕐᑯᑎᖏᓐᓂᒃ ᐃᖏᕐᕋᑎᕐᓱᓂᕐᒧᑦ ᐊᖏᕐᑲᑎᑖᒍᑎᐅᑉ ᐊᑯᓐᓂᖓᓂ ᑲᑎᕕᒃ ᓄᓇᓕᓐᓂ ᐃᓪᓗᓕᕆᓂᕐᒧᑦ ᐊᓪᓚᕕᒻᒪᕆᐅᑉ ᐊᒻᒪᓗ ᑯᐯᒃ ᐃᓪᓗᓕᕆᔨᕐᔪᐊᑯᖏᑦᑕ (SHQ). ᑲᒪᔨᒻᒪᕆᒃ ᓯᕗᓕᓚᖓᔪᖅ ᐱᖓᓲᔪᕐᑐᓂᒃ ᐃᓄᓐᓂᒃ ᑲᒪᔨᒻᒪᕆᓐᓂᒃ ᐊᒻᒪᓗ ᑲᑎᕐᓱᑎᒃ 250-ᓂᒃ ᐱᓇᓱᑎᓂᒃ.

ᐱᓇᓱᒐᖅᑖᕐᑑᑉ ᐱᔭᕋᖏᑦ ᑲᒪᔨᒻᒪᕆᐅᓗᓂ ᐃᓚᓖᑦ ᑲᒪᒋᔭᖃᕐᓂᒥᒃ ᐱᕙᓪᓕᐊᑎᕐᓱᓂᕐᒥᒃ ᐊᒻᒪᓗ ᐊᑐᓕᕐᑎᓱᓂᕐᒥᒃ ᒫᓐᓇᓱᐅᑎᓂᒃ ᐊᑯᓐᓂᓪᓗᐊᖏᑦᑐᓂᒃ ᐊᒻᒪᓗ ᐊᑯᓐᓂᕐᑐᓂᒃ ᐱᔭᖃᕐᓱᐊᕐᓂᓗᒍᑦ ᐸᕐᓇᓱᒪᐅᑎᓂᒃ ᒪᓕᓪᓗᒋᑦ ᑎᒥᐅᔪᑉ ᐱᔭᖃᕐᓱᐊᕐᓂᓗᒍᑦ ᑐᕋᒐᖏᑦ ᐊᒻᒪᓗ ᐊᐅᓚᕐᓱᓂᕐᒧᑦ ᐃᓱᒪᒋᔭᐅᔪᑦ. ᐱᓇᓱᒐᖅᑖᕐᓱᑦᑐᖅ ᐊᑐᓕᕐᑎᑕᐅᑎᕐᓱᒐᓱᐊᖃᕐᓱᑦᑐᖅ ᐊᑯᓐᓂᖓᓂ ᑲᑎᕕᒃ ᓄᓇᓕᓐᓂ ᐃᓪᓗᓕᕆᓂᕐᒧᑦ ᐊᕐᕕᒃᑰᑦ ᐱᓇᓱᐊᕐᓂᓗᒍᑦ ᐊᕐᕕᒃᑰᑦᑐᓂᒃ ᐱᔭᖃᕐ