



Explore A Career At Mosaic

Operating for over a century on Vancouver Island and coastal BC, Mosaic Forest Management is Canada's largest private timberland producer. We take pride in our land base and have a long-term view of managing our trees and the ecosystems in which they grow.

The Opportunity

Mosaic is seeking a **Director, Indigenous Investment** to work out of our Nanaimo, BC office on Vancouver Island, British Columbia.

The Role

Reporting to the VP, Forest & Climate and Chief Forester, the Director, Indigenous Investment will work closely with the Manager, Partnerships to add to Mosaic's extensive suite of MoU's and contracts with First Nations, and as part of our corporate commitment to Progressive Aboriginal Relations, will be responsible for negotiating and developing new agreements that improve long-term certainty for all parties. Specific responsibilities include but are not limited to:

- > Representing Mosaic when developing long-term agreements to achieve mutual benefit to the Company and each engaged First Nation;
- > Liaising with all internal departments to ensure Mosaic's total value is articulated and understood at all stages of agreement-building;
- > Assisting colleagues to identify the range of issues to be negotiated and formulating strategies through consultation with senior leadership team and line managers associated with each scenario;
- > Liaising with industry experts and external advisors as needed to ensure the latest legal, commercial, and cultural best practices are incorporated into agreements;
- > Assisting with stakeholder, local government, and shared territory consultation processes;
- > Preparing regular briefings for executive management to track goal progress, identify new potential sustainable initiatives with First Nations, and provide strategic planning advice; and
- > Engaging with Provincial and Federal governments on pertinent Indigenous policy development.

Required Skills and Experience

- > Degree in Forestry, Business Administration, Commerce, Communications, Public Relations, Community Development or other related equivalent;
 - o Related professional designation(s) and /or certifications preferred but not required;

- > Negotiation skills training through an accredited/recognized program is preferred but not required;
- > Class 5 Driver Licence;
- > Experience in natural resource management;
- > Experience conducting complex research and analysis related to land use, resource management, social or economic development issues;
- > Experience managing multiple projects and assignments;
- > Proficiency in Microsoft Office applications.
- > Experience dealing with politically sensitive and significant forest industry issues is preferred but not required;
- > Knowledge of diverse Indigenous governance structures, traditions, and protocols; and
- > Results oriented strategic thinker with the ability to manage complex and confidential issues with extreme sensitivity and professionalism.

What You Get

At Mosaic, we are proud of our highly collaborative, respectful, and innovative work environment. Our employees are empowered with high levels of role autonomy and the ability to make decisions and lead change.

Our pay-for-performance compensation philosophy is a key driver of our culture and includes competitive compensation and benefits, a bonus based on individual and company performance, a company-funded defined contribution pension plan, paid vacation, a health and fitness reimbursement program, and a variety of other benefits and perks.

To Apply

Visit [MosaicForests.com](https://www.mosaicforests.com) Click on **Careers> Current Opportunities** and select **Director, Indigenous Investment** opportunity to **apply by January 14, 2022**.

Mosaic Forest Management is an inclusive workplace. If you require accommodation, at any point during the recruitment process, please email careers@mosaicforests.com.

About Mosaic Forest Management

Mosaic Forest Management Corporation is in the business of sustainable forest stewardship, managing private timberlands and Crown forest tenures in Coastal British Columbia for more than a century.

Mosaic employs several thousand people directly and indirectly, and is committed to achieving positive economic, social and sustainability outcomes from the working forest.

The Mosaic land base spans across beautiful Vancouver Island. Beyond generating strong economic returns, we manage our private forest lands to protect the cultural values of our indigenous partners, provide sustainable forest stewardship and environmental services, and offer a variety of recreational opportunities, scholarships, and donations to our neighbouring communities.

Mosaic Forest Management and COVID-19

Mosaic Forest Management is committed to taking every reasonable precaution to provide a safe work environment to protect the health and safety of its employees, contractors and other applicable third parties from the risks of COVID-19.

In keeping with this commitment, effective January 31, 2022, all Employees must be Fully Vaccinated *and* must provide sufficient proof of COVID-19 vaccination to Mosaic (e.g., vaccination/immunization cards or records or their BC Vaccination Card).

If employees are unable to be fully vaccinated due to a medical or other reason protected by the B.C Human Rights Code, they may be eligible to request an accommodation.

For more information, visit [MosaicForests.com](https://www.mosaicforests.com).