

Position Title: President

Location South Vancouver Island, BC (preferably on-site or hybrid)

About the Company

With over 25 years of operation and a team of 100 employees, this Vancouver Island-based company has grown into one of British Columbia's most trusted digital mapping businesses. From modest beginnings, the company has developed an impressive track record of delivering geospatial solutions across multiple sectors—including utilities, mining, forestry, and transportation—in Canada, the U.S. Pacific Northwest, and internationally.

This is a company of thinkers, innovators, and problem-solvers. It is driven by a positive, collaborative, and values-based culture. Projects are chosen based on opportunities to demonstrate expertise, add lasting value, and build long-term client relationships.

The company proudly serves both private and public sector clients and is deeply committed to supporting Indigenous communities through its services and employment initiatives.

Position Overview

Reporting directly to the Board of Directors, the **President** is responsible for guiding the company's vision, strategy, and operations. The President will be a trusted and inspirational leader, committed to increasing profitability and shareholder value while maintaining a people-centered, employee-owned culture.

Strategic planning, operational leadership, and the ability to manage change in an evolving geospatial technology landscape are essential. The successful candidate will lead growth initiatives in both the Canadian and U.S. markets while fostering innovation and developing the next generation of leadership.

Key Responsibilities

- Lead the development and execution of company strategy, business plans, and financial targets.
- Increase both profitability and revenue of this mid-sized privately held company.
- Foster long-term, productive relationships with clients across both public and private sectors in Canada and the U.S.
- Provide executive leadership to advance the company's values, vision, and employee ownership model.
- Guide strategic planning and ensure accountability for its execution.
- Champion innovation, including AI and emerging technologies, as relevant to digital mapping and geospatial services.
- Develop future organizational structure and cultivate leadership capacity, with a focus on succession planning.

- Ensure strong financial stewardship, including budgeting, P&L management, and financial reporting.
- Build and maintain relationships with First Nations communities through service delivery and meaningful employment opportunities.
- Represent the company externally, promoting its reputation as a leader in digital mapping.

Qualifications and Attributes

- 15+ years of senior leadership experience, preferably in geomatics, survey, engineering, or natural resource sectors.
- Experience with remote sensing, marine survey, and AI innovation is an asset.
- Strong financial acumen, with proven experience in financial oversight and governance.
- A collaborative, inclusive leadership style with a high degree of emotional intelligence.
- Proven success in managing growth, change, and organizational transition.
- Experience in managing multi-national business strategy and operations.
- Demonstrated ability to work effectively with boards, employees, clients, and community stakeholders.
- Passion for mentorship and professional development.
- Commitment to principles of reconciliation and engagement with Indigenous communities.

Compensation

- **Base Salary:** \$170,000 – \$200,000 per year
- **Incentives:** Performance-based bonus, benefits package, and future opportunity for equity participation (shares).

Working for the Company

The Company offers a dynamic and supportive workplace culture. As an employee-owned organization, it values integrity, collaboration, and innovation. Employees enjoy flexible hybrid work options, career development opportunities, and a shared commitment to high-impact, values-based work.