



Position: Chief Financial Officer

Overview

Nations Royalty is Canada's first and largest majority Indigenous-owned and managed publicly traded royalty company. We partner with Indigenous Nations to help transform long-term royalty and economic participation agreements into diversified, scalable ownership positions designed to support generational wealth creation.

Our portfolio includes royalties tied to some of Canada's most significant mining projects, and our mission is rooted in partnership, sustainable economic development, and long-term value creation for Indigenous communities and shareholders alike.

The Opportunity

The Chief Financial Officer (CFO) will serve as a key member of the executive leadership team and will be responsible for the overall financial stewardship of the organization. This individual will oversee financial reporting, treasury, capital planning, compliance, audit, taxation, and strategic financial initiatives while supporting corporate development and investor-facing activities.

The ideal candidate brings experience within the mining, royalty, natural resources, or public company environment and is comfortable operating in a high-growth, entrepreneurial setting. Experience working with Indigenous organizations, partnerships, or economic development initiatives is considered an asset.

Key Responsibilities

- Lead all corporate finance, accounting, treasury, taxation, and financial reporting functions for the organization
- Oversee quarterly and annual financial reporting processes, including MD&A, consolidated financial statements, and regulatory filings
- Ensure compliance with applicable accounting standards, securities regulations, and internal controls
- Manage relationships with auditors, tax advisors, legal counsel, banking partners, and other external stakeholders
- Support executive leadership and the Board with financial analysis, strategic planning, budgeting, forecasting, and risk management
- Assist with capital raising initiatives, financing activities, and evaluation of strategic transactions and royalty acquisitions
- Develop and enhance financial systems, reporting processes, and operational controls to support continued growth
- Partner with leadership on long-term corporate strategy, investment evaluation, and business planning initiatives
- Support investor relations activities by assisting with financial messaging, presentations, and stakeholder communications
- Provide financial oversight and guidance related to Indigenous partnerships, royalty structures, and joint venture arrangements

- Mentor and develop finance team members while fostering a collaborative and high-performance culture

Qualifications & Experience

- CPA designation required
- 10+ years of progressive financial leadership experience, ideally within mining, royalties, natural resources, private equity, or public markets
- Previous experience in a senior finance leadership role such as CFO, VP Finance, Corporate Controller, or Director of Finance
- Strong understanding of IFRS reporting standards, financial controls, treasury management, and Canadian public company reporting requirements
- Experience supporting financing transactions, M&A activity, or capital markets initiatives is highly preferred
- Demonstrated ability to operate strategically while remaining hands-on in execution
- Strong communication and relationship-building skills with the ability to engage effectively with executives, Boards, investors, Indigenous partners, and external stakeholders
- Experience working within entrepreneurial or growth-oriented organizations is considered an asset
- Knowledge of the mining royalty model and resource development sector is preferred
- Experience supporting Indigenous partnerships, governance structures, or economic development initiatives is considered a strong asset

What the Company Offers

- Opportunity to join a purpose-driven and growth-oriented organization
- Executive leadership role with direct exposure to corporate strategy and capital markets initiatives
- Competitive compensation package including bonus and long-term incentive opportunities
- Collaborative and entrepreneurial culture within a respected group of companies
- Opportunity to contribute to Indigenous economic participation and long-term value creation within the resource sector

Location

This position is ideally based in Vancouver, British Columbia, with flexibility for required travel.

Pay Range

Expected salary falls in the range of 150k - 220k CAD annually depending on experience. STIP and LTIP included.

How to Apply

All applicants please email Kody Penner at kody.penner@nationsroyalty.ca