

Job Description

Program Steward, Building for Seven Generations

About Building for Seven Generations

Building for Seven Generations is a national initiative of Light House in collaboration with Generate Canada and Indigenous Economic Pathways to support Indigenous founders and innovators across Canada seeking to strengthen their capacity, build market and investment readiness to advance materials, technologies and delivery systems that offer sustainable construction solutions and contribute to healthier, more resilient, culturally grounded housing and infrastructure systems. The program is guided by the Seventh Generation Principle and by the understanding that how we build matters as much as what we build.

Building for Seven Generations will provide trauma-informed, wrap-around support to Indigenous entrepreneurs through structured training, one-on-one expert support, mentorship, investor and funder engagement, peer learning, and ongoing alumni support. While the program will be housed in a non-Indigenous organization (Light House), it will be Indigenous-led in its governance and delivery, and grounded in Indigenous knowledge, community priorities, long-term stewardship, and respectful relationships.

Position Summary

The Program Steward will be the first dedicated staff member for Building for Seven Generations and will play a central role in building, launching, and managing the program.

This is a relationship-centred leadership role for someone who can move comfortably between Indigenous communities, entrepreneurs, Elders, funders, technical experts, industry partners, and non-profit program teams. Working closely with all program partners, the Program Steward will shape the program's operating model, support the development of its curriculum and mentorship structure, recruit and support participating businesses, and help establish the program as a trusted national platform for Indigenous-led innovation in circular, low-carbon, resilient, and regenerative construction.

The ideal candidate will bring a strong understanding of Indigenous ways of knowing, doing, learning, and building relationships; demonstrated experience working with First Nations, Métis, Inuit, or other Indigenous communities, businesses, organizations, or economic development bodies; and the practical skills needed to manage a complex, multi-partner program.

Key Responsibilities

Program Development and Delivery

- Lead the design, launch, and day-to-day management of Building for Seven Generations.
- Develop and refine the program structure, participant journey, timelines, workplans, tools, templates, and delivery systems.

- Develop annual workplans, budgets, schedules, and reporting systems in collaboration with Generate Canada, Indigenous Economic Pathways, Light House, and other partners.
- Coordinate and oversee program delivery
- Monitor program outputs and outcomes
- Ensure program documentation is organized and maintained
- Work with partners to design flexible and culturally-informed programming and curriculum that connects business development and investment, Indigenous knowledge and principles of sustainable construction and building operations.
- Ensure the program provides flexible and culturally grounded support that reflects the different stages, needs, geographies, and capacities of participating Indigenous businesses.
- Track participant progress, deliverables, outcomes, and support needs throughout the program.
- Work with other Light House staff in ensuring smooth program delivery.

Indigenous Relationships and Cultural Grounding

- Build and maintain respectful relationships with Indigenous entrepreneurs, businesses, communities, Elders, Knowledge Keepers, housing leaders, economic development organizations, and Indigenous-led institutions across Canada.
- Support the creation and coordination of an Indigenous-led governance and mentorship framework for the program.
- Ensure the program is delivered in a way that honours Indigenous knowledge, cultural protocols, community priorities, long-term stewardship, and relational accountability.
- Advise partners and non-Indigenous collaborators on culturally respectful engagement, communications, and program delivery practices.
- Guide Light House staff in
 - Building and managing a roster of experts in areas such as finance, legal, business development, marketing, construction, product development, operations, procurement, investment readiness, sustainable construction, and circular economics.
 - Help ensure experts are prepared to work respectfully and effectively with Indigenous businesses and communities.
 - Coordinating a forum involving aligned investors, funders, venture capital groups, public agencies, and financial institutions.
 - Represent the program with partners, funders, Indigenous organizations, industry stakeholders, and public agencies.

Qualifications and Experience

- Experience designing, managing, or delivering programs, accelerators, incubators, training initiatives, business support programs, community economic development initiatives, or capacity-building programs.
- Strong understanding of Indigenous ways of knowing, doing, learning, governance, relationship-building, and community accountability.
- Strong existing relationships with Indigenous communities, organizations, entrepreneurs, or business networks, and demonstrated experience working with Indigenous communities,

Indigenous-owned businesses, Indigenous economic development organizations, Indigenous housing organizations, or Indigenous-led non-profits.

- Ability to build trust with entrepreneurs, Elders, community leaders, technical experts, funders, and institutional partners.
- Strong project management skills, including planning, coordination, budgeting, scheduling, reporting, and follow-through.
- Excellent facilitation, communication, writing, and relationship-management skills.
- Comfort working in a start-up environment where systems, processes, relationships, and program structures are being built for the first time.
- Ability to work independently while staying closely coordinated with multiple partner organizations.

Assets

The following experience is not a requirement, but considered an asset to the position.

- Experience supporting Indigenous entrepreneurs or small businesses.
- Knowledge of Indigenous economic development, entrepreneurship, housing, construction, retrofits, clean economy, circular economy, climate innovation, or sustainable development.
- Experience with construction, housing, building materials, retrofits, modular construction, infrastructure, energy efficiency, regenerative design, or circular economy.
- Experience working with Elders, Knowledge Keepers, advisory councils, boards, or Indigenous governance bodies.
- Experience designing curriculum, training programs, mentorship programs, or business development supports.
- Experience with investor readiness, non-dilutive funding, procurement, market development, or venture support.
- Experience working nationally or across multiple provinces and territories.
- Experience with grant reporting, funder relations, impact measurement, or program evaluation.
- Knowledge of Truth and Reconciliation Commission Call to Action 92, the United Nations Declaration on the Rights of Indigenous Peoples, and Indigenous economic reconciliation.

Location

Ideally the position will be based in Vancouver working in a hybrid environment (i.e., home and office), however remote candidates within Canada will be considered. Some travel will be required for community engagement, convenings, partner meetings, and program delivery.

Compensation

\$80,000 per year plus benefits, including cultural leave for harvest seasons if requested. The Program Steward is a full-time employee contract position starting for six months, with the intention of building a long-term role as the program grows.

How to Apply

Applicants are invited to submit a resume and a short cover letter describing their relevant knowledge, experience, and relationships, and how those experiences would inform their approach to this role to careers@light-house.org with “BSG Program Steward” in the subject line.

Light House is also a Living Wage and Equal Opportunity Employer. We strongly encourage all persons interested in the position to apply. Unfortunately, given the number of applicants, we regret that we can only respond to those who are selected for an interview.

Light House’s offices are located in downtown Vancouver, on the traditional, ancestral, and unceded territories of the xʷməθkʷəṽəm (Musqueam), Skwxwú7mesh (Squamish), and səliłwətał (Tsleil-Waututh) Nations.

We recognize that these Nations have cared for, governed, and remained in relationship with these lands and waters since time immemorial. We also recognize that this land was never ceded, and that the responsibility to understand and respect Indigenous rights, title, laws, knowledge, and stewardship is ongoing.

As an organization working to change how buildings and materials move through our economy, Light House acknowledges that sustainability cannot be separated from land, water, culture, and responsibility to future generations. Our work in circular, regenerative, and low-carbon construction must be grounded in humility, reciprocity, and respect for the people whose territories we work on.

Through Building for Seven Generations, we are deepening this responsibility by supporting Indigenous-led innovation in housing, construction, retrofits, and the clean economy. We commit to building relationships in a good way, learning from Indigenous knowledge and leadership, and advancing work that supports healthier communities, more resilient buildings, and a future that honours generations yet to come.