

FINAL

(approved by BCAFN Board of Directors on July 30, 2026)

**BRITISH COLUMBIA
ASSEMBLY OF FIRST NATIONS**



REGIONAL CHIEF'S TERMS OF OFFICE

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Role	The Regional Chief is BCAFN's primary political leader, full-time spokesperson and representative. The Regional Chief also serves as a member of the AFN's Executive Committee and is accountable to the national First Nations-in-Assembly, the AFN national chief and the other members of the AFN Executive Committee.
Mandate	1. Uphold the Constitution, Bylaws and all BCAFN Policy Manuals; and 2. Ensure that the priorities and concerns of members, as articulated in resolutions, are included in national and provincial political discussions and within AFN decision-making processes.
Authority and responsibility	Take decisions to fulfil mandate that include, but are not limited to: 1. developing the communication and advocacy strategies that are necessary to give effect to member resolutions; 2. with the advice of the Board, responding to emerging issues and opportunities that are of concern to members; 3. acting in their capacity as BCAFN spokesperson; 4. acting in their capacity as a member of the national AFN Executive Committee and AFN Committees; 5. working with the Board and the Chief of Staff to ensure that the BCAFN either has or will obtain the financial and human resources to implement the advocacy strategies; and 6. implementing advocacy strategies, which may include giving direction to relevant BCAFN employees.
Accountability	The Regional Chief is accountable to and receives direction from the members by way of resolution, and is responsible for working cooperatively with the Board in accordance with the members' direction, the Bylaws and this Governance Manual.
Term	3 years, from the day after the close of voting to the close of voting at the third Annual General Meeting after assuming office.
Remuneration	Annual salary of \$160,000
Benefits	Extended health, short-term disability, long-term disability, and life insurance benefits through the BCAFN's group plan. Defined-contribution pension plan calculated at 12% of annual salary (6% paid by Regional Chief with 6% matched contribution by BCAFN).
Vacation	4 weeks of vacation leave at the Regional Chief's discretion, under the oversight of the Board.

**Travel and
Business
Expenses**

Regional Chief is provided with a BCAFN credit card and must adhere to BCAFN expense policies. No expense allowances are provided.

Technology

BCAFN provides the Regional Chief with the tools required to fulfil their role, including a cell phone and laptop computer.

Tax status

BCAFN maintains a head office on reserve, entitling the Regional Chief to a status tax exemption if they qualify.

Severance

2 weeks of severance pay for every year of service.

Note regarding interpretation of these Terms of Office: words not specifically defined in these Terms of Office have the same meaning as defined in the Bylaws or Governance Manual, and if any provisions of these Terms of Office conflict with the Bylaws or Governance Manual, the Bylaws and Governance Manual will prevail to the extent of such conflict.