



Little River Holdings, LLC

Home Office:
2608 Government Center Drive
Manistee, MI 49660
231-299-1295
www.lrhedc.com

Entity: **Ajijaak**
Location: **Manistee, Michigan**
Position: **Chief Executive Officer**

Ajijaak

Ajijaak is a renewable energy subsidiary focused on the full lifecycle of solar energy systems, including solar panel recycling, solar panel manufacturing, and solar panel installation. Ajijaak exists to advance energy independence, environmental stewardship, and long-term economic sustainability through innovative and scalable solar solutions.

Job Summary

The Chief Executive Officer (CEO) provides overall leadership, management, and strategic direction for Ajijaak. The CEO is responsible for implementing entity strategies and ensuring the financial, operational, environmental, and cultural success.

The CEO has full accountability for Ajijaak’s integrated solar operations, including recycling, manufacturing, and installation divisions. This role requires a balance of strategic vision, operational discipline, regulatory compliance, and market responsiveness, while fostering a values-driven culture and preparing the organization for scale.

Essential Duties

The following is not an exhaustive list of duties. It represents a sample of essential work. The list of duties may change at any time with or without notice at the sole discretion of Little River Holdings.

1. Full leadership and decision-making responsibility for assigned departments, teams and positions as indicated by the organizational chart, including but not limited to recruiting, training, development, mentoring, engagement, work assignments, performance management, measurable results, rewards, disciplinary action, timekeeping. Make employment decisions with assigned staff.
2. Uphold the Seven Grandfather teachings and promote an organizational culture that integrates tribal identity, values, and customs.
3. Serve as a cultural ambassador in external engagements, ensuring alignment with tribal values. Represent the Company to investors, tribal partners, and other stakeholders.
4. Set and execute the company’s strategic vision and business plan.
5. Build and lead the executive leadership team.
6. Drives sustainable growth while honoring tribal sovereignty, culture, and community priorities.



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7. Oversee and integrate solar panel recycling, manufacturing, and installation operations to ensure efficiency, quality, safety, and profitability.
 8. Ensure operational scalability across facilities, project sites, and geographic markets.
 9. Evaluate and pursue new markets, partnerships, technologies, and revenue streams aligned with Ajijaak's mission.
 10. Ensure sound and timely financial management, cost controls, capital planning, cash flow stewardship, and reporting.
 11. Ensure compliance with Tribal, federal, and state statutory and regulatory requirements applicable to tribally owned entities; maintain appropriate internal controls, risk management, and insurance coverage.
 12. Collaborate with the LRH Board of Directors, President, and executive team to develop, communicate, and implement growth strategies, operational infrastructure, and change initiatives to accommodate rapid expansion.
 13. Manage budgets and resources; identify and implement cost controls and process improvements.
 14. Establish, monitor, and improve entity Key Performance Indicators (KPI) to assess performance. Use data-driven insights to refine strategies and improve outcomes.
 15. Oversee the planning and execution of projects in the enterprise and ensure alignment with organizational objectives and timelines.
 16. Identify and implement process improvements.
 17. Travel to facilities, installation sites, partner locations, conferences, and events as required, including overnight and extended travel.
 18. All other duties as assigned.

Minimum Necessary Qualifications

Candidates must meet the following requirements, as demonstrated through past employment, education, testing, or a combination thereof:

1. Bachelor's degree in a related field such as business, engineering, or renewable energy. Ten (10) or more years of essential duty experience in lieu of education may be accepted at the sole discretion of Little River Holdings.
2. Ten (10) or more years of progressive executive leadership experience.
3. Minimum 5 years as the top executive (CEO, President, General Manager, or equivalent) with:
 - o Full P&L responsibility.
 - o Board of Directors reporting experience.
 - o Responsibility for organizational strategy and execution.
4. Demonstrated experience with tribal enterprises, government contracting, or federal programs.
5. Track record of scaling manufacturing operations from startup to full production.



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6. Demonstrated success in KPI-driven performance management.
 7. Certifications/Licenses:
 - o Valid Driver's License
 - o
 8. Ability to:
 - o Read, analyze, and interpret complex documents, financial reports, contracts, and technical materials.
 - o Author contracts, policies, and formal communications.
 - o Effectively present information, perform public speaking, and respond to questions from the BOD, executives, managers, clients, partners and the public.
 - o Solve practical problems and manage a wide variety of matters with limited standardization.
 - o Author and interpret instructions furnished in written, oral, diagram, or scheduled form.
 9. Demonstrated successful:
 - o Interpersonal and communications skills, both oral and written.
 - o Scale operations while maintaining quality, safety, and financial discipline.
 - o Advanced strategic planning, execution management, and problem-solving capabilities.
 - o Strong business acumen, including budgeting, forecasting, and capital planning.

Physical and Environmental Conditions

1. Primarily works in a standard office environment with frequent visits to manufacturing facilities, recycling operations, and installation sites.
2. Extended computer use for review of reports, financial data, and virtual meetings.
3. Minimal physical exertion is required. Lift up to 10-15 pounds may be necessary.
4. Travel throughout the United States for multi-day periods.
5. Must be physically qualified to hold a valid Driver's License.
6. Ability to read, write, speak, and comprehend English.
7. Sight, hearing, speaking, and cognitive ability to executive level standards.

Indian Preference applies in accordance with Ordinance #15-600-02

Hiring Salary Range: Negotiable and Commensurate with Verified Qualifications

FLSA Status: Exempt

Pay Schedule: Bi-Weekly

Background Check: Extensive



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To Apply: Please submit completed resume, cover letter, education transcripts, portfolio demonstrating past experience, any/all licensure(s) and/or certifications required/relevant for the position, front and back copies of a valid Tribal ID (if applicable) to the following email address: careers@lrhdc.com

Conditions of employment with Little River Holdings includes superior performance in the selection process at the sole discretion of Little River Holdings, including but not limited to all of the following; any pre-employment interviews, skills testing, credentialing, reference checks and previous work history, passing post-offer drug tests and background checks, possession of valid required documents such as a Driver's License throughout employment, being insurable under the Tribal insurance policy, and successfully completing a ninety (90) day introductory period.