

Leadership Development



Training Without Walls (TWOW) is a leadership development program with the goal of developing and retaining shareholders as managers and leaders in the Native community. TWOW is a two-year program with three sessions held per year. If you meet the following criteria, we encourage you to apply:

- 1 BBNC shareholder or descendant
- 2 Holds a 4-year degree with 5 years of work experience (or 10 years of work experience)
- 3 Currently employed
- 4 Works in management or on a management track
- 5 Interested and committed to the program

Seth Kruse has completed internships with BBNC and CCI Alliance of Companies, and is currently enrolled in the TWOW and Management Training Programs. He works as the Contracts & Finance Manager for CCI, where he reviews and drafts contracts, and supports legal and finance related matters. Seth continues to apply the principles he has learned through his internships and TWOW to cultivate the skills and experience he needs to be successful on his career path.



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Helpful Links

Bristol Bay Native Corporation: www.bbnc.net

BBNC Careers: www.bbnc.net/careers

BBNC Education Foundation: www.bbncef.org



Like BBNC Shareholder Development on Facebook!



SHAREHOLDER DEVELOPMENT



Promoting improved employment and educational opportunities for BBNC shareholders

Services

BBNC's Shareholder Development programs provide an array of services for BBNC shareholders, their spouses and descendants in Alaska and across the Lower 48, including:

- Career exploration activities for youth and adults
- Job search and placement assistance for positions both within and outside of BBNC companies
- Work readiness assistance (resume writing, interview skills and career guidance)
- Resources and planning assistance for higher education and vocational training
- Career advancement planning
- Leadership development training
- Job shadow, on-the-job training, and internship placement assistance
- Targeted industry training



Education, Training, & Scholarship Information and Planning

Shareholder Development provides information, referrals and application assistance to apply for training opportunities and scholarship resources. BBNC works with training

providers, community partners and its companies to develop industry training for shareholders that will lead to the ability to qualify and obtain jobs with BBNC companies.

Internships

BBNC offers internships with its companies and partner organizations for college students and job seekers in career transition. Internships offer the opportunity to explore careers, build work experience, build networks, and gain industry skills. To participate in the internship program, you must be a shareholder, spouse or descendent.



Kendra Delk (left) interned with PetroCard, Inc. in Kent, WA in 2018, in the Finance Department. Her duties included inputting budgets and actuals for various business units, producing CFO templates, risk management/records and information management compliance, and dealer contract analysis and proposal drafts.

Employment

BBNC owns companies throughout Alaska and across the U.S. in four lines of business: construction, government services, industrial services, and tourism. Shareholder Development recruits qualified shareholders to fill BBNC job vacancies and monitors and promotes the shareholder hire preference across all business lines.

Shareholder Development offers assistance with resumes, applications, and interview skills, and once a shareholder is employed, works with them to be successful and advance in their career. If you are looking for work, please call us!

Employment Support

BBNC provides employment support services that will assist shareholders to purchase or pay for certification fees, work-related clothing/supplies, transportation, tools/equipment, training, or other related support needed to obtain, maintain or advance in their career.

On the Job Training (OJT) Program

The intent of the OJT program is to increase experience and advance skill level, making shareholders more marketable within their chosen field, with potential to move into a position with BBNC or its companies. This program incorporates development plans, experiential learning and industry training and is typically one year or less in length.

Polly Watson (below) was hired through the OJT program as Paralegal I. During her training, she worked closely with the BBNC Legal Department and subsidiaries on a wide range of governance tasks. After completing the program, she was hired as Small Business Administration (SBA) Analyst, working directly with the Senior SBA Program Manager and collaboratively with the General Counsel and Chief Compliance Officer at BBNC.



Management Training Program

The BBNC Shareholder Management Training Program recruits and trains shareholders with the potential to move into management positions. Management trainees will be employed and remain in a trainee position for up to two years. Program features include:

- Experiential learning
- Professional development plan
- Mentorship and corporate-specific training
- Leadership training