

# — CALL FOR NOMINATIONS —

## FOR THE HOCKEY CANADA BOARD OF DIRECTORS

In response to a governance review conducted by The Honourable Thomas Cromwell C.C., Hockey Canada (HC), through its thirteen (13) Regional and Territorial Members, has made extensive changes to its governance structure, particularly around Board composition and structure. Those changes will be brought to the forefront for the first time this Fall, as Hockey Canada conducts its Board of Director elections.

The HC Nominating Committee (NC) will lead the Nomination process. The NC is committed to recruiting individuals who collectively possess a wide range of skills, experiences, competencies and attributes required by the organization. The NC will undertake a rigorous process to complete these tasks prior to the elections, including screening and vetting potential candidates.

The NC calls upon its thirteen (13) regional and territorial Members, the public and those with a commitment to contributing toward a cultural evolution in the game to identify and encourage qualified individuals to respond to the call for nominations.

### THE **CRITICAL PATH** FOR THE RECRUITING AND ELECTION PROCESS WILL BE AS FOLLOWS:

- September 19, 2023 Deadline to Submit Nominations
- October 19, 2023 Shortlisted Candidates Provided to Members
- November 18, 2023 Election of Directors

The following are the important list of skills, experiences, competencies and attributes that will assist in identifying candidates who will appear on the election ballot. Potential candidates should demonstrate their experience in these areas. Most of these will incorporate many elements covering a broad spectrum of attributes required for competent leadership including:

**Industry experience** – Canadian Sports System, Hockey, Sport Safety

**General competencies** – Executive leadership, Board governance, Stakeholder management, Government relations, superior public/media communications skills, and policy development

**Technical competencies** – Finance & Accounting, Compensation & Human Resources, Legal & Regulatory, Risk Management, Marketing & Sales, IT & Information Management, Business development, Organizational culture, Change management

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**Behavioural competencies** – Leadership & influence, Preparedness & engagement, Strategic orientation, Communication & listening, and Courage

**Personal attributes** – Geographic diversity, age diversity, gender diversity, ethnic diversity, educational diversity, and other types of diversity

**Languages** - Proficiency in both official languages would be considered as an asset

The NC is committed to a respectful, professional, and fair process to identify a limited number of candidates to appear on the ballot. An important part of the process will be the screening and interviewing of potential candidates by the committee. As part of its commitment to providing a safe and healthy sporting environment, any potential candidate must be willing to submit to Hockey Canada's screening process including, without limitation, undergoing social media screening, a criminal record check, and reference checks.

All nine (9) Board positions are open for election. Following their election, the newly elected Board shall appoint one of the elected Directors to serve as Chair for a three (3) year term. Although all candidates must be willing to serve a three (3) term, Board members will serve staggered terms, meaning that the Board will include three (3) candidates including the Board Chair, who will serve a three (3) year term, three (3) candidates who will serve two (2) year terms, and three candidates who will serve a one (1) year term. Rather than creating a larger ballot of candidates, the Nominating Committee reserves the right to present a slate of nine (9) candidates, for Member approval.

Candidates who are currently involved in the game of hockey must divest themselves of any executive position within a Member organization, within thirty days after taking office. Any person seeking election as a Director shall declare any perceived or actual conflict of interest in advance of seeking election. No Director may be a paid employee of Hockey Canada or of a Member or a Partner organization of Hockey Canada. In order to qualify to become or act as a Director, individuals must:

- I. be a Canadian citizen or a permanent resident of Canada;
- II. be at least eighteen (18) years old;
- III. not be an undischarged bankrupt;
- IV. have the capacity under law to contract; and
- V. not have been declared incapable by a court in Canada or in another country.

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Potential candidates must complete an application form that can be found on the Hockey Canada website and submit a resume (no more than two pages) including two references. They should also include a brief cover letter that indicates the skills, experiences, competencies and attributes they possess which would make them a suitable nominee for the Board. Please note that due to the anticipated volume of applications, communication with most applicants will occur electronically, except for those who are shortlisted.

Hockey Canada affirms its commitment to building a sport and work environment that is equitable and inclusive and promotes the benefits, principles and opportunities of equity, diversity and inclusion within Hockey Canada and with Members and Minor Hockey Associations throughout the country.

We welcome applications from members of racialized groups, women, Indigenous Peoples (First Nations, Métis and Inuit), persons with disabilities, persons of various sexual orientations and gender identities, and anyone who can contribute to the further diversification of ideas to support Hockey Canada's mission to lead, develop and promote positive hockey experiences.

Any questions may be forwarded to the Nominating Committee at [nominations@hockeycanada.ca](mailto:nominations@hockeycanada.ca).

### **NOMINATING COMMITTEE FOR HOCKEY CANADA**