

— CALL FOR NOMINATIONS —

FOR THE HOCKEY CANADA BOARD OF DIRECTORS

Hockey Canada (HC) is the national governing body for hockey in Canada, dedicated to fostering the growth and development of the sport from grassroots to high performance.

Hockey Canada believes in positive hockey experiences for all participants, in a safe and healthy sporting environment and in the development of life skills which will benefit participants throughout their lives.

We are currently seeking candidates to fill three (3) open positions on the Hockey Canada Board of Directors. We invite dedicated and visionary individuals to apply and contribute to shaping the future of hockey in Canada.

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 Hockey Canada's 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:

- August 31, 2025 Deadline to Submit Nominations
- October 15, 2025 Shortlisted Candidates Provided to Members
- November 16, 2025 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 and policy development

Technical competencies - Finance and accounting, compensation, human resources, legal and regulatory, risk management, marketing and sales, information technology, information management, business development, organizational culture and change management

Behavioural competencies - Leadership and influence, preparedness and engagement, strategic orientation, communication, listening, and courage

Personal attributes - Regional, age, gender, ethnic, educational, linguistic 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.

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

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.

Additionally, Hockey Canada seeks to expand its regional and linguistic diversity and encourages candidates from underrepresented regions of the country to apply in order to strengthen our board and ensure diverse regional perspectives.

Any questions may be forwarded to the Nominating Committee at nominations@hockeycanada.ca.

NOMINATING COMMITTEE FOR HOCKEY CANADA