



CANADA SOCCER CALL FOR NOMINATIONS Board of Directors February 2023

The Nominations Committee of the Canada Soccer Board of Directors calls for nominations for the position of two (2) Elected Directors for three-year terms, one (1) Elected Director for a two-year term, and two (2) Independent Directors for three-year terms commencing after the 2023 Annual Meeting of the Members.

The Canada Soccer Board of Directors consists of fourteen (14) Directors, including a President, Vice President, six (6) Elected Directors and six (6) independent Directors.

Elected Directors are elected directly by the class of Members known as the Voting Members of Canada Soccer at a Meeting of the Members, primarily on the basis of their experience in, and/or knowledge about the game of soccer.

Independent Directors are elected by the class of Members known as the Director Members on the basis of their possession of particular identifiable competencies and/or expertise that will materially assist the Board of Directors in performing its strategic and oversight functions. The election of Independent Directors is subject to ratification by the Voting Members of Canada Soccer.

The Nominations Committee is seeking qualified candidates to play a leadership role in the stewardship of Canada Soccer in pursuit of its Mission to 'provide leadership in the pursuit of excellence in soccer, nationally and internationally, in cooperation with its members and stakeholders.'

Qualified candidates will possess the competencies and/or expertise necessary to provide leading-edge governance and to further the vision and priorities of Canada Soccer's *Strategic Plan*, leading to a legacy of success.

The make-up of Canada Soccer's Board of Directors reflects the diversity of the society in which Canada Soccer operates. Diversity is a combination of differences and similarities among people. Canada Soccer prohibits discrimination on the grounds of race, place of origin, citizenship, ethnic origin, colour, ancestry, disability, age, creed, sex/pregnancy, family status, marital status, sexual orientation, gender identity, gender expression, language, regional domicile, and indigenous status. Affirming diversity means valuing different views, ideas, life experiences, skills, and knowledge.

In considering potential Directors, the Nominations Committee will consider various factors including, but not limited to:

1. Board Composition Requirements (see below);
2. Director Qualifications (see below);
3. Board Diversity (see above);
4. The candidate's competencies/expertise (see Nomination Form); and
5. The attributes that best complement those of the current Board.

Some examples of competencies/expertise that are sought by the Board in 2023 include: risk, finance, sport governance, director (possibly licensed) of publicly traded/private company, and traditional/social media.



CALL FOR NOMINATIONS

This call for nominations is for the following Board positions:

- **3 Elected Directors, domiciled in the following regions**
Manitoba/Saskatchewan/Nunavut (three-year term)
Ontario (three-year term)
Alberta/Northwest Territories (two-year term)
- **2 Independent Directors, each for a three-year term**

Nominations for Director must be for either Elected Director or Independent Director.

BOARD COMPOSITION REQUIREMENTS (*By-laws of Canada Soccer*)

- One (1) elected Director shall be domiciled in each of six regions as follows: British Columbia/Yukon Territory; Alberta/Northwest Territories; Manitoba/Saskatchewan/Nunavut; Ontario; Quebec; and the Atlantic Provinces;
- An independent Director may be a resident anywhere in Canada;
- An individual, if holding a position as a Director of a Member Association, or one of its district or club members at the time of his/her election as a Canada Soccer Director, must resign from that position within ninety (90) days of such election;
- The Board shall include one (1) former Athlete (former member of one of the National Teams; e.g., Senior, Youth, Para, Beach and/or Futsal); and
- Not more than 60% of the Directors shall be of the same gender.

QUALIFICATIONS (*By-laws of Canada Soccer*)

1. The following persons are excluded from being considered as a Director at Canada Soccer:
 - a person who is less than 18 years of age;
 - a person who has been declared incapable by a court in Canada or in another country;
 - a person who has the status of a bankrupt;
 - a person who has not met the requirements of Canada Soccer regarding the passing of a criminal record check (see definition of acceptable criminal record checks below);
 - a person who is a paid employee of Canada Soccer, any of its Members, or any organization where a conflict of interest may be perceived to exist;
 - a person who is a member of a Judicial Body of Canada Soccer;
 - a person who is a consultant or contractor for Canada Soccer, any of its Members, or any organization where a conflict of interest may be perceived to exist; and
 - a player who is under contract to any Professional Club or Semi-professional Club that is a Member of Canada Soccer or that is a Member of or affiliated with any of Canada Soccer's Members.



THE NOMINATIONS PROCESS

1. Nominations forms, together with other supporting documentation, are available at www.canadasoccer.com (See ABOUT > Resource Centre).
2. Nominations may be submitted by any organization or individual, and they must be seconded.
3. The deadline for the receipt of nominations is **Friday, March 3, 2023**.
4. Telephone interviews for candidates for independent Director will be completed by **Friday, March 17, 2023**.
5. Nomination documents submitted by candidates for the positions of Elected Director and Independent Director will be forwarded to the Canada Soccer membership on **Thursday, April 6, 2023**.
6. Candidates for Elected Director and Independent Director will be provided an opportunity to speak to the Members at a town hall meeting that will take place on **Friday, May 5, 2023** prior to the 2023 Annual Meeting of the Members.
7. The 2023 Annual Meeting of the Members shall be held on **Saturday, May 6, 2023**.

CANDIDATES' DOCUMENTS

Candidates are required to complete and submit the following documents in either official language of Canada.
(Please note that incomplete submissions may be rejected):

- (1) Nominations Form and Cover Letter (approx. 1-2 pages)
- (2) Acknowledgement and Consent Form
- (3) Candidate's Fair Process Declaration
- (4) Full résumé (maximum 3 pages)
- (5) A list of three (3) individuals who will serve as references
- (6) Current criminal record check (not older than 6 months):
 - o An acceptable record check includes one of the following:
 - Police Criminal Record Check
 - Police Information Check
 - Police Vulnerable Sector Check
 - myBackCheck.com (online)

***INTEGRITY CHECKS WILL BE CONDUCTED BY INDEPENDENT OFFICERS WHO ARE AUTHORIZED BY CANADA SOCCER TO DO SO. CANDIDATES WILL BE ASKED TO CONSENT TO THE COLLECTION, USE AND DISCLOSURE OF PERSONAL INFORMATION FOR SUCH A PURPOSE (SEE ACKNOWLEDGEMENT AND CONSENT FORM).**

Please submit **completed** documents via email or by hard copy by **16h00 ET on Friday March 3, 2023** to:

Chair, Canada Soccer Nominations Committee
237 Metcalfe Street, Ottawa, ON, K2P 1R2
Email: nominations@canadasoccer.com