



## BOARD OF DIRECTORS – NOMINATIONS FORM

### Election of Directors

#### ELIGIBILITY (excerpt from the By-Laws)

Any individual, who is eighteen (18) years of age or older, who has the power under law to contract, who has not been declared incapable by a court in Canada or in another country, who does not have the status of bankrupt, who meets one or more of the skills and characteristics defined in Section 4.3, and does not hold any elected, employment or contract employment position(s) with the Corporation, a Provincial Section Member or Special Interest Group Member, or with a High Performance Centre, may be nominated for election as a Director.

High quality Board Governance is critically important to Swimming Canada. Ensuring that the Board of Directors is comprised of individuals who bring the right skills, knowledge, experience and expertise to the Board is paramount. As such, the Nominations Committee has identified qualifications and core competencies. These include:

- **Behavioural competencies** such as Strategy, Conflict Resolution, Negotiations and ability to work as part of a team
- **Core Skills, Knowledge and Experience** such as Financial Acumen, Legal Acumen, Good Governance, Risk Management and General Business Acumen
- **Specific Skills, Knowledge and Expertise** as it pertains to Swimming/National Sports, including experience with Swimming (e.g. athletes with or without a disability, parent of a swimmer, coach), governance/leadership of other National Sports (e.g. Hockey, Track & Field, etc.), corporate governance credentials (e.g. ICD.D, C.Dir., ASC); and
- **Diversity** including geographical representation as well as equity, diversity & inclusion.

#### REQUIREMENTS

To ensure that the Board is composed of qualified and skilled persons capable of, and committed to, providing effective leadership to Swimming Canada, annually the Nominations Committee undertakes a review of skills and competencies of current Board Members. This assists with determining areas of strength as well as areas of opportunity or gaps. The result of the review conducted in 2025 confirmed that the Board of Directors for Swimming Canada is seeking applications of interest from individuals having expertise in one or more of the following areas:

- Finance
- Legal knowledge and expertise
- Government relations
- Communications
- Fund development
- Human resource management
- Marketing and branding



## APPLICATION

All candidates must complete each portion of the application, and submit a maximum of two documents containing the following:

- a) A current biography (not to exceed 500 words); and
- b) A statement of interest providing rationale as to why the candidate is interested in serving on the Swimming Canada Board of Directors (not to exceed 250 words). Candidates should highlight how their skills and experiences align with and support SNC's needs; and
- c) Resume and/or links to professional profiles (e.g. LinkedIn, Corporate Websites, etc.)

All profiles will be translated, posted publicly on the Swimming Canada website and circulated to the Swimming Canada AGM delegates. Swimming Canada may alter the documents for consistency and to remove any person and confidential information. All candidates are expected to submit information they feel comfortable being posted externally.

Applications must be submitted **no later than 9pm ET on Friday, July 4, 2025**, via this link:  
<https://swimmingcanada.bamboohr.com/careers..>

Applicants are advised that interviews for selected candidates will be conducted virtually on Monday, August 11, or Tuesday, August 12, between 4:00 PM and 8:00 PM ET.

## DECLARATION

By submitting an application, I consent to let my name stand for election as a Director of the SNC Board of Directors. I am aware that if elected, I will be required to resign any elected or employed position that I may hold with a Provincial Swimming Section, Special Interest Group member of Swimming Canada, or with a Swimming High Performance Centre.

In addition, I hereby acknowledge the high level of engagement and commitment that is required of Board members as set out above, and confirm that I am ready, willing, and able to perform the duties, responsibilities, and functions that are required of a member of the Board of Directors. I make this declaration voluntarily and acknowledge that it is a material condition of eligibility to serve on the Board.

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Full Name

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Date

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Signature