FIELD HOCKEY CANADA

2023-2024 BOARD OF DIRECTORS INDEPENDENT DIRECTOR POSITIONS

1. Field Hockey Canada Overview

Field Hockey Canada is the governing body for the sport in Canada, from Junior to Masters' level competing recreationally and competitively. The organization was formed in 1991 with the amalgamation of two gender-based associations into one national entity. Today, from grassroots to high performance, Field Hockey Canada works to develop and strengthen the game across the country and position our National Teams for consistent podium contention.

Field Hockey Canada is led by a volunteer Board of up to 11 Directors. The organization seeks expertise and diversity, representative of the field hockey community and Canadian society, and is looking for interested and qualified candidates to help the organization continue to grow and succeed.

Field Hockey Canada has four (4) Independent Director volunteer positions and following no nominations from members at the September 2023 Annual General Meeting, the Board is seeking to appoint Directors to address identified skill areas. All appointments made now will go through formal nomination and voting process at the 2024 Annual General Meeting.

2. Director Eligibility Requirements

Each candidate:

a. Shall be 18 years of age or older;
b. Shall have the power under law to contract;
c. Shall not have been declared incapable by a court in Canada or in another country;
d. Shall not have the status of bankrupt; and
e. Shall fulfill the requirements of the *Income Tax Act* in relation to serving as a Director with a registered charity.

In addition, each candidate for Director must:

1. Undertake volunteer screening requirements as stipulated by Field Hockey Canada policies; and
2. Complete the online *Safe Sport Module* from the Coaching Association of Canada.

3. Board of Director Responsibilities

The Board Director shall have responsibility to:

a. Develop, implement and facilitate strategic plans, annual operating plans and performance measures;
b. Promote and maintain policies pertaining to the vision, values and mission of the organization;
c. Delegate authority and responsibility to Committees, and ensure that these entities fulfill responsibilities as delegated;
d. Ensure that key governing documents, including the Articles, Bylaws, terms of reference and job descriptions, are current and relevant;
e. Develop and maintain relationships between and among the Board, Committees, staff and

Members that will enhance the organization's effectiveness;

f. Manage disputes within the organization, including overseeing procedures for internal appeals and procedures for the facilitation, negotiation, mediation and arbitration of disputes; and
g. Fulfill any other responsibilities specified in the policies of the organization or required by law.

The Board focuses on providing strategic direction and setting priorities, develops supporting policies, provides oversight and undertakes organizational assessment. Individually, Directors provide expertise and support to Field Hockey Canada leadership and act as Ambassadors for the organization.

Management and operational authority are delegated to the Chief Executive Officer (CEO). The Board monitors and holds the CEO accountable for results and progress. Directors are not involved in day-to-day operations.

4. Commitment

The Board meets quarterly during the year, with a calendar of projected Board business presented at the first Board meeting. Meetings are primarily online using an electronic meeting format but may include face-to-face meetings depending on your location in Canada. Directors typically spend about several hours per month in their role, including Board committee work.

Directors are expected to sit on at least one standing Committee of the Board:

- Governance Committee;
- Finance and Audit Committee; and
- Human Resource Committee.

5. Preferred Skills and Attributes

Field Hockey Canada is committed to creating an inclusive and diverse work environment and is proud to be an equal opportunity organization. Currently, Field Hockey Canada is specifically seeking candidates with the following skills and expertise:

- Human Resource Management;
- Marketing Experience;
- Revenue Generation Experience; and
- Professional Accounting Designation.

In addition, the following skills, knowledge and experience are welcome:

- Legal;
- Not-for-Profit Governance;
- Risk Management and Oversight; and
- Assessment.

6. Key Field Hockey Canada Information for Candidates

All key governance and policy documents are available for review on the Field Hockey Canada website at: https://fieldhockey.ca/about-us/governance/policies/

7. Completion of Candidate Information for Submission

Interested candidates are invited to apply via online form. [APPLICATION FORM]