



REPORT OF THE APEX NOMINATING COMMITTEE August 2024

Background

In accordance with section 13.16 of the APEX By-laws, a Nominating Committee consisting of Christian Bertelsen (Chair), Martin Béliveau, Kent Estabrooks, Darlene de Gravina and Patrick Barthold was established as part of the February 6th, 2024, Board of Directors meeting. This Committee was mandated with proposing a slate of candidates for the vacant Director positions, to be elected by the regular members of APEX at its Annual General Meeting in October 2024.

Expiring Interim term & Vacancies

Lori Streefkerk (NCR) resigned from the Board in 2023 upon accepting a new position. As per by-law section 8.03, an interim replacement from the 2022 pool of applicants, Luc Chamberland, was appointed by the Board to serve out the remainder of her term (until Oct 2024). Luc Chamberland (NCR) is seeking to be elected to a 1st term.

Daryell Nowlan (Atlantic Region) and Angela Bate (BC Region) are completing their 2nd term and are not eligible for re-election.

Darlene de Gravina (NCR) is resigning from the Board in 2024 as she is retiring from the federal public service.

Ziad Shadid (NCR) is resigning from the Board in 2024 upon accepting a new position.

Selection Process:

Candidates for election

In accordance with the approved procedures developed in relation to the identification and election of Board of Directors members, current Board members whose terms were expiring and who wished to seek re-election to an additional term were required to indicate their intention to the Nominating Committee along with a written submission outlining their past contributions to APEX as a member of the Board. In 2024, there were no eligible board members (i.e. 1st term was expiring seeking re-election).

Interim Director:

The one NCR Director whose interim term is scheduled to expire in October 2024, indicated an interest in seeking election to a first term. His submission to the Nominating Committee was received and evaluated. Nominating Committee members reflected on their collective experience with the individual over the past year. The board member seeking election was deemed, by the Nominating Committee, to have demonstrated an overall solid commitment and meaningful contributions. The Nominating Committee unanimously agreed that the Director (Luc

Chamberland), be added to the proposed slate of candidates for election by the membership at the Annual General Meeting in October 2024.

New Candidates

A formal Call for Applications, to fill vacancies on the Board, was launched in May 2024. The process was initially intended to close on Friday, June 14th at 5:00 p.m. (EST); however, the Nominating Committee decided to extend the application window by an additional 2 weeks and the process closed on Friday June 28th at 5:00 p.m. (EST), with a total of twenty (20) applications received. After a pre-screening of the applications by the Committee, the (10) applicants were invited to an interview; however, one opted to withdraw from the process prior to the interview.

Interviews were conducted during the weeks of July 15th to August 12th. The Committee reconvened on August 14th to discuss the results of the interviews and select candidates for reference checks. Reference checks were subsequently completed for eight (8) candidates. The Committee met on August 27th to review the reference checks and confirm the proposed slate of candidates for the five (5) vacant Director positions.

Selection Process

The Committee agreed that the following selection criteria are important to them when assessing candidates.

Regional representation	“Level” diversity (EX-01 – EX-04)
Equity, Diversity, and Inclusion	Depth of GoC experience as an executive
Employment Equity	
Generational perspectives	Broad range of perspectives (different departments and/or type of experience)
Consider OL	

Using Interview and Reference checks, the Committee also agreed it was important to determine the following when assessing candidates:

- quality of interventions; and
- determine how they would bring diversity of perspectives to board, while demonstrating an understanding of the function of boards.

Based on the assessment of the interim candidate seeking election and the candidates chosen through the Call for Applications process, the Nominating Committee is recommending the following slate of candidates:

- Luc Chamberland (NCR)
- Cécile Siewe (NCR)
- Sandra Leduc (NCR)
- Johanne Charest (Atlantic Region)
- Charan Bhullar (British Columbia Region)

The Nominating Committee is confident that the slate of candidates chosen has the necessary attributes and experience to make a valuable contribution to the APEX Board of Directors and to benefit the Association as a whole.

Successful candidates will be notified the week of September 2nd, 2024, of their inclusion on the proposed slate of candidates to be approved by the Board. Candidates who participated in the interview process but were not selected will also be notified accordingly and encouraged to remain active in the Association's activities and events. Their application information will be retained on file for consideration should any in-year vacancies occur.

Recommendation:

That the proposed slate of candidates be endorsed by the Board and presented to the APEX membership for election in advance of the 2024 APEX Annual General Meeting in October 2024.

Respectfully submitted,

Christian Bertelsen
Chair, on behalf of the Nominating Committee composed of:

Martin Béliveau
Kent Estabrooks
Darlène de Gravina
Patrick Barthold