

**B.C. FERRY AUTHORITY
SKILLS AND EXPERIENCE PROFILE
Schedule A**

Appointments to the Board of Directors of the B.C. Ferry Authority will be guided by the following selection criteria.

Statutory Qualifications:

Persons appointed to the Board must be "qualified individuals" as defined in the *Coastal Ferry Act*. Specifically, this means an individual who:

- Is not an employee or an officer, other than the Chief Executive Officer, of British Columbia Ferry Services Inc.;
- Does not hold elected public office of any type;
- Is not an employee, steward, officer, director, elected official or member of any union representing employees of British Columbia Ferry Services Inc.; and,
- Is not an employee of
 - A municipality, regional district, trust council or greater board, as those terms are defined in the *Local Government Act (British Columbia)*, within the appointment areas, as defined by the Lieutenant Governor in Council.

As well, all appointments to the [B.C. Ferry Authority](#) Board must comply with the provisions related to Director qualifications and conflicts addressed in sections 8 and 9 of the *Coastal Ferry Act*.

Personal Attributes:

All persons appointed to the [B.C. Ferry Authority](#) Board should possess the following personal attributes:

1. High ethical standards and integrity in professional and personal dealings;
2. Ability and willingness to raise potentially controversial issues in a manner that encourages dialogue;
3. Flexibility, responsiveness and willingness to consider change;
4. Ability and willingness to listen to others;
5. Capability for a wide perspective on issues; and,
6. Ability to work as a team member.

Core Competencies:

All Directors should possess the following core competencies:

1. Well-developed faculty for critical analysis;
2. Financial literacy, including an ability to read financial statements and ability to understand the use of financial ratios and other indices to measure performance;
3. Appreciation of the unique role of B.C. Ferry Authority as the governing body of British Columbia Ferry Services Inc.;
4. Thorough knowledge of the responsibilities and duties of a director; and,
5. Ability to distinguish corporate governance from management.

Representation:

The B.C. Ferry Authority Board should, in its composition, reflect the diversity of the people served by coastal ferry services in British Columbia.

Key Skills and Experience:

The Board of ~~D~~irectors of B.C. Ferry Authority, as a whole, should possess ~~all of~~ the following skills and experience, while individual ~~e~~Directors must possess more than one.

1. **Leadership** - experience at a senior level managing the operations of a large or complex commercial or non-profit entity.
2. **Business** - experience in operating a business in British Columbia.
3. **Board Experience** - previous experience as a member of a Board of Directors of a commercial or non-profit entity.
4. **Accounting and Finance** - ~~accounting or financial expertise, an accounting or financial advisor designation or senior level experience as a Chief Financial Officer in a large or complex commercial or non-profit entity.~~
5. **Legal** - a law degree or experience in managing legal issues of a complex commercial nature.
6. **Transportation** - knowledge of and experience in addressing transportation issues, including environmental and safety issues.
7. **Marketing** - experience in developing and/or leading marketing or customer service initiatives.
8. **Tourism** - knowledge of and experience in the tourism industry in British Columbia, including the hospitality and retail sectors.
9. **Labour Management** - knowledge of and experience in human resources and labour relations practices in British Columbia.
10. **Regulatory** - experience working in or significant knowledge of the issues associated with, a commercial entity regulated by statute.
11. **Community and Aboriginal Relations** - experience in leading consultation processes with local governments and/or aboriginal interests in British Columbia.