

Board Composition, Appointment, Skills and Attributes

1 Composition and Appointment

- 1.1 The appointment process for the CBT Board of Directors and composition of the CBT Board are established in the *Columbia Basin Trust Act*.
- The Lieutenant Governor in Council appoints the 12 Directors of CBT, all of whom must reside in the Columbia Basin region.
 - Each of the Regional District of Central Kootenay, Fraser-Fort George Regional District, Columbia Shuswap Regional District, Kootenay Boundary Regional District, East Kootenay Regional District (collectively, the Regional Districts) and Ktunaxa Nation Council may nominate up to four individuals. The Lieutenant Governor in Council then appoints one director from each of the Regional Districts and Ktunaxa Nation Council, for a total of six Directors.
 - The remaining six Directors are also appointed by the Lieutenant Governor in Council.

2 Skills and Attributes

- 2.1 The Board of Directors establishes and annually reviews a skills matrix (see Appendix 1 for the current matrix) for Directors.
- 2.2 The skills matrix sets out the appropriate combination of skills and personal attributes necessary for the fulfillment of CBT's mission. That combination of skills and attributes helps CBT to effectively engage with Columbia Basin residents, to oversee the return of benefits to Columbia Basin residents and to prudently oversee the management of CBT's investments.
- 2.3 The Board provides input to Regional Districts, the Ktunaxa Nation Council and the Minister Responsible on candidates for appointment and reappointment to the Board, consistent with the skills matrix.
- 2.4 The Board members are independent from management.

Appendix 1

The CBT Board or Executive Committee will identify the desired number that a candidate for the Board should display of the attribute or competency in the table, from one to nine, with nine as the maximum. It will then assess potential candidates against these desired levels.

Competency	# Desired	1	2	3	4	5	6	7	8	9
Personal Attributes										
Ethics & integrity										
Team player										
Capable of wide perspectives										
Strong reasoning skills										
Business judgment										
Previous board experience										
No conflict										
Competencies										
Investment management										
Business management										
Risk management										
Communications										
Labour relations										
Human resources										
Power projects										
Social Environment										
Community development										
Legal expertise										
Financial expertise										
Knowledge of how government operates										
Governance expertise										
Diversity										
Gender										
Ethnicity										
Geography										
Other										
Ability to work toward consensus										
Thorough knowledge and understanding of the CBT and the Columbia Basin										