

SOUTHWIND CORPORATE DEVELOPMENT INC.

INTRODUCTION

Vision Statement

Southwind Corporate Development Inc. (SCD) is dedicated to the stewardship of Kettle & Stony Point First Nation's (KSP) marketplace interest, through the on-going development and promotion of a sustainable economy for the benefit of the nation and its members.

Mission Statement

SCD administrates the management and development of KSP's business portfolio which currently includes a collection of real estate holdings, grocer, fuel state and food and beverage outlets and other business development interests.

Seeking Board of Directors

As we continue to transition SCD into an agile, outcome focused business group, our assessment has identified that is typical to use proper skills analysis covering several dimensions of characteristics from professional skills to emotional intelligence. Based on our projected needs and past experiences, the following identifies the composition and diversity required for the board. The expertise and skills listed are critical for an effective board to provide guidance to high performing business group.

A board with a balance of differing backgrounds, skills and experience will bring appropriate expertise to many of the macro challenges that surface. Being able to see with different eyes will also make it easier for the board to see all the opportunities and risks facing SCD and find ways to mitigate the associated risks with a 'groupthink' approach.

Establishing the Board composition and Director criteria will allow us to map the existing board members on a multi-dimensional matrix. This matrix will help identify any gaps for future board hiring, board succession planning and board member development initiatives.

Application Submission

Interested individuals are asked to submit your resume along with attached matrix of competencies to the Southwind Office in a sealed envelope. ATTN: Board of Directors

Deadline to apply – On or before Friday April 12, 2024, by 3:00pm

COMPETENCIES, SPECIALIZED KNOWLEDGE, AND PERSONAL SKILLS

| Critical Competencies | |
|---|--|
| Accounting / Financial Management | |
| Board Governance | |
| Business Management | |
| Human Resource Management | |
| Legal / Regulatory | |
| Risk Management | |
| Anishinabek Community / Stakeholder Relations Knowledge | |

| Specialized Knowledge | |
|--|--|
| Utilities & Energy (infrastructure, renewables, regulations) | |
| Tourism, Retail & Real Estate Development | |
| Construction and Project Management | |
| Community Development with First Nation Communities | |
| Quality and Performance Management | |
| Information Technology | |
| Strategic Planning | |

| Personal Effectiveness Skills | |
|--|--|
| Leadership / Teamwork Skills | |
| Strategic Thinking / Planning Skills | |
| Critical Thinking / Problem Solving Skills | |
| Cultural Competency | |

DEFINITIONS

Critical Competencies

Professional Degree/Designation or can demonstrate knowledge or expertise in:

Accounting/Financial Management - Planning, organizing, directing, and controlling the financial activities such as procurement and utilization of funds of an organization. This includes analyzing and interpreting financial statements, evaluating organizational budgets, and understanding of financial reporting. Investment decision in fixed assets (known as capital budgeting_ and investment decision in current assets (known as working capital) would be a related asset.

Board Governance - In the private, public, and/or voluntary/nonprofit sector. The Board Member has a clear understanding of the distinction between the role of the board versus the role of management. Governance experience could be acquired through prior board or committee service or reporting to/or working with a board as an employee.

Business Management – sound management and operational business processes and practices in the private or public sector. This competency may include an understanding of topics such as managing complex projects, leveraging information technology, planning, and measuring performance, and allocating resources to achieve outcomes.

Legal/Regulatory – legal principles, processes, and systems. This may include interpreting and applying legislation, experience with adjudicative or quasi-judicial hearings or an understanding of the legal dimensions of organizational issues.

Human Resources – strategic human resource management. This may include workforce planning, employee engagement, succession planning, organization capacity, compensation, and professional development. Knowledge or expertise in CEO performance management and evaluation may be a related asset.

Risk Management – enterprise risk management. This may include identifying potential risks, recommending, and implementing preventative measures and devising plans to minimize the impact of risks. This competency may also include experience or knowledge of auditing practices, organizational controls, and compliance measures.

First Nations Community/Stakeholder Relations Knowledge – A nation member who is not a member of the administration, is in good standing; and has relevant experience, education or demonstrated interest in business. This may include knowledge of the stakeholder landscape affecting the Southwind group of businesses and demonstrated capacity to build networks and foster trusting relationships within our community of business and stakeholders.

Personal Effectiveness Skills

Demonstrated ability:

Leadership/Teamwork Skills – inspires, motivates, and offers direction and leadership to others. Also demonstrates an understanding of the importance of teamwork to the success of the board. This includes an ability to recognize and value the contributions of board members, staff, and stakeholders.

Strategic Thinking/Planning Skills – thinks strategically about the opportunities and challenges facing the Nation and Southwind. Engages in short, medium, and long-range planning to provide high level guidance and direction for the business group.

Critical Thinking/Problem Solving Skills – applies critical thinking to creatively assess situations and to generate innovative solutions to challenges facing the business group.

Cultural competency – uses the process of self-reflection to understand personal and systemic biases. Develops and maintains respectful practices and relationships based on mutual trust.

The level of cultural competence changes in response to new situation, experiences, and relationships. The three elements of cultural competence are:

- Attitudes
- Skills
- Knowledge

These are important at three levels:

- Individual level – knowledge, skills, values, attitudes, and behaviours
- Service Level – management and operational frameworks and practices, expectations including policies, procedures, vision statements and the voices of our children, elders, families, and community.
- Broader System Level – how services relate to and respect both our community and our neighboring local communities and protocols, partnerships, agencies, and government.

Leaders who Respect diversity:

- Have an understanding and honour the histories, cultures, languages, and traditions.
- Value an individual's different capacities and abilities
- Recognize that diversity contributes to the richness of our society.
- Promote greater understanding of Indigenous ways of knowing and being.
- Engage in ongoing reflection relating to their cultural competence.