

MOUNTAIN EQUIPMENT CO-OP

Mountain Equipment Co-op (MEC) is Canada's go-to place for outdoor gear, know-how and inspiration: a large retail cooperative with over 5.42 million members, \$462 million in annual revenue, a global supply chain, more than 2,500 employees, 22 stores across Canada, and a gear-packed website. As a retail co-op, MEC is owned by its members and is governed by a nine-member Board of Directors elected by the membership. Their goal is strong and balanced leadership, and their nominations process helps them get there.

BOARD NOMINATIONS

In 2020, MEC members will elect three directors to MEC's Board. MEC is looking for candidates who have significant experience in areas relevant to MEC's business. This needs to be coupled with a deep commitment to MEC's values and purpose, to inspire and enable all Canadians to enjoy active outdoor lifestyles. Candidates will ideally be able to contribute insight and innovation at the board table, provide diversity of thought and experiences, and demonstrate an understanding of governance norms.

MEC is a complex and growing organization that is committed to improving its diversity and inclusion efforts. MEC has heard its members feedback and knows that ethnic and cultural diversity on the board level is important its members. They too recognize the benefits. Bringing a variety of thoughts and lived experiences to the boardroom is critical for improved governance, greater innovation, deeper insight and better decision-making. Though MEC recognizes diversity encompasses many facets, they are actively working to increase ethnic and cultural diversity on their Board, as well as maintain a gender balance.

This year, the Board will be looking to recommend candidates who:

- Have experience at a senior governance or senior leadership level of a business of similar or greater complexity to MEC,
- Have leadership experience in a large organization undergoing significant growth and change, and/ or
- Have broad retail or consumer-oriented experience in diverse sectors.

MEC's Board has identified a number of skill areas relevant to MEC's business. In 2020, they'll be focussing on finding candidates who have significant and relevant experience in any of the following areas: co-operative leadership, finance, supply chain, and sustainability governance. To increase the diversity of skills and perspectives on the Board, MEC is particularly looking for candidates who come from diverse ethnic and cultural groups not currently represented on the Board.

To qualify as a candidate, you must meet the minimum requirements, as outlined in MEC's bylaws, at the close of nominations. These include, among others: being a member of MEC for at least three years; and, having voted in the 2018 or 2019 MEC Board of Directors elections.

To apply for this role or for further information, please send a resume and cover letter to search@watsoninc.ca.