

 3A – 492 Arrow Road  
Invermere, BC V0A 1K2

 T: 250-341-3678  
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 [www.shuswapband.net](http://www.shuswapband.net)

## **JOIN OUR BOARD OF DIRECTORS KINBASKET WATER & SEWER COMPANY LTD.**

### **Our Mission**

The mission of the Kinbasket Water & Sewer Company is to ensure the safe, reliable, and efficient delivery of water and wastewater services for the Shuswap Band and community. KWSC is committed to protecting public health, maintaining high operational standards, mitigating system risks, and planning for sustainable future growth. The Board of Directors provides strategic oversight to uphold these commitments and support long-term infrastructure resilience and service excellence.

### **The Impact You'll Make**

As a member of our Board of Directors, you will help shape the strategic direction of our organization, ensuring we remain financially sustainable, mission-focused, and responsive to the needs of those we serve. Your insights, networks, and leadership will directly influence programs, partnerships, and policies that create measurable change.

### **About the Role**

The Company is seeking qualified and committed individuals to serve on its Board of Directors. Directors are appointed by the Company's Shareholder and are entrusted with stewarding the Company's long-term success, ensuring responsible governance, and upholding fiduciary duties in service of the Shareholder and the broader community.

This role is ideal for experienced leaders who bring strong judgment, strategic insight, and a commitment to ethical governance.

### **Ideal Candidate Profile**

We welcome applicants with experience in:

- A minimum of five years of progressive experience in the planning, design, and construction of municipal infrastructure, including watermain transmission and



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distribution systems and/or sanitary sewer systems, or an equivalent combination of related experience.

- Thorough knowledge of applicable design standards, codes, regulations, safety legislation, tendering and procurement processes, and contract administration practices.
- Preference will be given to candidates who hold a degree in Civil Engineering, a Certified Engineering Technologist (CET) diploma, or a related technical discipline.
- Demonstrated experience providing strategic business leadership, guiding organizational priorities, supporting effective decision making, and fostering a culture of accountability, collaboration, and continuous improvement.
- Strong knowledge of financial management principles, including budgeting, forecasting, financial analysis, and oversight of accounting practices to ensure transparency, accuracy, and responsible stewardship of organizational resources.
- Thorough understanding of governance best practices, policy development, regulatory compliance, and enterprise risk management, with the ability to identify, assess, and mitigate organizational risks.
- Experience working within public sector, Indigenous, non-profit, or community-based environments, with an understanding of community driven service delivery, public accountability, and stakeholder engagement.
- Proven ability to lead or contribute to strategic planning processes, including environmental scanning, priority setting, implementation planning, and performance measurement to support long-term organizational goals.
- Knowledge of human resources practices and organizational development principles, including workforce planning, employee relations, performance management, and fostering healthy, inclusive workplace cultures.

### **Core Competencies**

- Demonstrates strong critical judgment with the ability to assess complex situations and make sound, timely decisions



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- Applies a solid understanding of governance, ethics, and accountability to ensure responsible organizational practices
- Communicates effectively and interactively with diverse audiences to build trust, clarity, and collaboration
- Leads and manages change with confidence, guiding teams through transitions while fostering adaptability and engagement
- Contributes to and advances the organization’s strategic vision through forward-thinking analysis and long-range planning

**The honorarium is \$350 per month, consisting of \$175 for meeting preparation and \$175 for a half-day meeting once per month.**

Please submit your resume and cover letter to [ed@shuswapband.ca](mailto:ed@shuswapband.ca) by April 17, 2026