



Application for Appointment to the EWU Board

Please complete **ALL** fields in this application.

A complete application will contain:

- 1) The following application form filled out in its entirety.
- 2) A detailed resume

Deadline for date for receipt of completed applications: **SEPTEMBER 30, 2024 at 4:00 PM**

NOTE: Interviews may be conducted following the deadline for submission of applications.

Name:
Address:
Telephone Number (cell):
Telephone Number (residence):
E-mail:

I understand that this personal information is being collected to facilitate appointments to the ENWIN Group and Windsor Utilities Commission Boards pursuant to part II Municipal Freedom of Information and Protection of Privacy Act and Section 239 of the Municipal Act, 2001. I understand that my application will be reviewed by ENWIN staff, City of Windsor staff, and/or City of Windsor Striking Committee members, as necessary during the appointment process.

Signature of Applicant:

Date:

Please attach a detailed resume and return your completed application by the deadline noted above to recruitment@enwin.com

If you are unable to complete this application electronically, you may drop off a hard copy to the front desk at:

ENWIN Utilities Ltd.
4545 Rhodes Drive
Windsor, Ontario
N9A 5T7

Occupation:

Work Experience – Outline how your work experience has prepared you to serve as a member of the Board:

Education Background – Outline how your educational background has prepared you to serve as a member of the Board: (If applicable, include professional credentials)

Why are you interested in serving the community on this Board?

What contributions do you believe you can make to the Board?

What past contributions have you made on a similar body or organization?

Please disclose all perceived, potential and actual Conflicts of Interest.

For the purposes of this process, “conflict of interest” includes:

- any situation or circumstances where, in relation to this process and any proposed board appointment, the Applicant’s other commitments, relationships or financial interests could or could be perceived to exercise an improper influence over the objective, unbiased and impartial exercise of independent judgment by any personnel of the Evaluation Committee, any member of City Council or ENWIN management;
- any situation or circumstances where any person(s) employed by ENWIN or City Council in any capacity;
 - is currently employed by or is a consultant to or under contract to any Applicant;
 - is negotiating or has an arrangement concerning future employment or contracting with any Applicant;
 - has an ownership interest in or is an officer or director of any Applicant.

The following skills and behaviours are required of the ENWIN Group Board members:

- High degree of integrity and ethical standards
- Collaborative/collegial team player
- Willingness and ability to challenge and probe
- Analytical thinking and sound judgment
- Capacity and ability to mentor
- Strong interpersonal relations
- Effective listening and verbal communication skills
- Appreciation for sound and effective decision-making processes
- Willingness and ability to devote time and energy to the role

Please describe how you would envision demonstrating the above skills and behaviours as a potential member of the Board:

Using the Desired Competencies list below, please identify which of these competencies you possess and explain how you acquired each of them.

(Please use separate page if additional space is required)

INDUSTRY KNOWLEDGE AND EXPERIENCE	If applicable, please explain how you meet each competency.
Industry experience - regulated industry	
Knowledge of electricity sector	
Experience and knowledge of Windsor industry	

Knowledge of broad public policy direction	
Experience in large systems management, operation and maintenance	
Experience and expertise in economic development initiatives	
Business and commercial expertise	

TECHNICAL SKILLS/EXPERIENCE	If applicable, please explain how you meet each competency.
Accounting	
Finance	
Familiarity with corporate capital structures	
Familiarity with tax laws	

Auditing	
Law	
Engineering/Asset Planning	
Regulatory	

Information Technology	
Public Relations/Private sector consumer relations experience	
Experience in developing and implementing risk management systems	
Human resource management/Executive compensation/Succession planning	

CEO/senior management experience	
Health & Safety	

GOVERNANCE	If applicable, please explain how you meet each competency.
Director - large organization (100+ employees)	
Strategic thinking/planning from a governance perspective	

Financial literacy	
Executive performance management - management of the CEO	
Compliance focus	
Governance related risk management experience	

Voluntary Self-Identification Survey

ENWIN believes there is significant value in promoting and maintaining diversity within our workforce and we are committed to taking the necessary steps to continually enhance and improve diversity and inclusion throughout our organization, including at the Board level. We believe that strength flows from our individual differences and enables us to effectively serve our community.

As part of ENWIN's Diversity and Inclusion strategy, we are collecting personal information from our applicants to help us better understand whether we are making opportunities available equitably for under-represented groups. To assist us, we ask that you complete the self-identification survey below. Your participation is completely **voluntary**.

Please note that you may also self-identify under more than one of the under-represented groups. The information collected is **confidential** and will be used on an aggregate basis for the sole purpose of identifying key areas of focus for ENWIN's Diversity and Inclusion strategy and removing possible barriers for under-represented groups. This information will be maintained in a secure area, with access given to those who require it to fulfill this purpose.

Data is collected in adherence with ENWIN's Privacy Policy, ENWIN's Record and Information Management Policy and all other applicable policies and legislation.

Do you consider yourself to be a part of any of the following: (Check all that apply)

- a member of a visible minority group in Canada¹
- an Indigenous Person²
- a person with a disability³
- a member of the LGBTQ+ community
- a woman
- a person whose gender and/or sex is other than that assigned to you at birth

¹ A visible minority group in Canada is someone (other than an Indigenous Person as defined below) who self-identifies as non-white visibly or non-Caucasian in racial origin, regardless of birthplace or citizenship. Members of ethnic or national groups (such as Portuguese, Italian, Greek, etc.) are not generally considered to be racially visible unless they also meet the criteria above.

² An Indigenous Person in Canada may fall into different categories or communities including First Nations, Métis or Inuit. An Indigenous Person may be of treaty status or non-status, registered or non-registered.

³ A person with a disability means a person who has a long-term or recurring physical, mental, sensory, and psychiatric or learning disability and considers themselves to be disadvantaged in employment by reason of that disability, or believes that an employer is likely to consider them to be disadvantaged in employment by reason of that disability. A person with a disability may also be someone whose functional limitations owing to their disability have been accommodated in their current job or workplace.