



Nunavut Tunngavik Inc.

APPOINTMENTS AND NOMINATIONS POLICY

Approved by the Board of Directors in October 2003

Last Amended in September 2009

I. INTRODUCTION

The Nunavut Land Claims Agreement (NLCA) and Implementation Contract require that a number of appointments and nominations be made by Inuit to the governing bodies of various organizations. Nunavut Tunngavik Incorporated (NTI) is responsible for making these appointments and nominations. In some cases, Regional Inuit Associations are given authority to make appointments and nominations.

The NLCA mandates several Institutions of Public Government (IPG) to manage or administer specific responsibilities. These IPGs are governed by members or directors appointed according to specific provisions of the NLCA.

NTI nominates Inuit members to the following IPGs:

- Nunavut Arbitration Board
- Nunavut Impact Review Board
- Nunavut Planning Commission
- Nunavut Water Board
- Surface Rights Tribunal

These nominations are ratified by the Federal Minister of Indian and Northern Affairs. In the case of the Nunavut Wildlife Management Board, NTI and RIAs appoint its Inuit members.

NTI also appoints or nominates directors or members or trustees as the case may be to the following affiliated organizations:

- Nunavut Implementation Panel
- Inuit Heritage Trust
- Nunavut Implementation Training Committee
- Atuqtuarvik Corporation
- Nunasi Corporation

- Nunavut Tourism
- Nunavut Historical Advisory Board

- Nunavut Trust

NTI may also be called upon to make appointments or nominations to other permanent or ad-hoc non-statutory bodies.

II. PURPOSE

In order to maximize benefits to the Inuit of Nunavut, NTI will ensure that Inuit have informed, effective and balanced representation when the above IPGs and affiliated organizations develop and implement their policies and plans.

III. GUIDING PRINCIPLES

In making appointments and nominations NTI will be guided by the following principles.

- (1). The Inuit of Nunavut will be represented by the most qualified appointees or nominees available.
- (2). NTI's appointments or nominations are Inuit whenever possible.
- (3). Assessment of qualifications will include consideration of the skills, knowledge and experience required by the organization for which candidates are being considered.
- (4). The policy and procedures governing appointments or nominations by NTI will be open and fair.
- (5). Appropriate sectors of Inuit society are represented on the governing bodies of the organizations to which it appoints or nominates.
- (6). Whenever possible, all regions of Nunavut are represented on the governing bodies of the organizations to which it appoints or nominates.
- (7). All beneficiaries of the NLCA who meet the standard of conduct expected of Inuit leaders as set out in NTI's Code of Conduct may apply for appointments or nominations.
- (8). NTI will not nominate or appoint its staff to the Institutions of Public Government.
- (9). NTI may nominate or appoint its staff to be directors, members or trustees of other organizations other than IPGs. Each nomination or appointments will be dealt with on a case by case basis .
- (10). Individuals seeking an NTI appointment or nomination to an organization should demonstrate familiarity with, and understanding of, NTI policies and positions in relation to matters dealt with by the organization.
- (11). An individual appointed or nominated by NTI to an organization should, consistent with obligations owed to that organization, give due weight to NTI policies and positions.

- (12). In considering the reappointment or re-nomination of an individual to an organization, NTI shall evaluate closely the individual's performance at the organization. NTI shall pay particular attention to any performance that would fall short of the performance that is expected under NTI's Code of Conduct.
- (13). For greater certainty, the appointment or nomination of an individual to an organization by NTI does not prevent NTI from seeking to terminate the resulting occupation of a position within that organization where the circumstances warrant and where the NLCA, the constituting documents of the organization, or some other relevant principles of law allow for early termination.

IV. OBJECTIVES

NTI seeks to achieve the following objectives:

- (1). to ensure that all NTI appointments and nominations are made in a timely and efficient manner;
- (2). to ensure that NTI appointees or nominees have the skills, knowledge and experience to carry out the duties and responsibilities associated with their appointments or nominations;
- (3). to ensure that all Inuit of Nunavut with the required skills, knowledge and experience are given the opportunity to apply for appointments or nominations;
- (4). to ensure that representation of Inuit on the governance bodies of the organizations to which it appoints or nominates reflects an appropriate balance of gender, age and region; and
- (5). to ensure that NTI appointees hold views consistent with those of Inuit.

(Last Amended in September 2009)