

# BOARD OF DIRECTORS

## CANDIDATE INFORMATION PACKAGE



**PACIFIC SALMON  
FOUNDATION**

# ABOUT THE PACIFIC SALMON FOUNDATION

**The Pacific Salmon Foundation (PSF) is salmon first, salmon always.** We harness the passion and power of people to save and restore Pacific salmon in B.C. and the Yukon. Working with Indigenous partners, streamkeepers, government agencies and fellow ENGO's, PSF undertakes research, restoration initiatives and leadership in convening all those willing to help recover Pacific salmon. As People for Salmon, we're here to help ensure sustainable populations of Pacific salmon for generations to come.

## OUR WHY

PSF's leading salmon recovery and resilience in an age of climate change and reconciliation:

### OUR VISION:

Healthy, sustainable and naturally diverse populations of Pacific salmon for the benefit of ecosystems and people for generations to come.

Effective stewardship of natural resources in BC and the Yukon that involve communities in decisions affecting Pacific salmon.

### OUR IMPACT AREAS:



Learn more: [PSF.CA](https://psf.ca) | [Strategic Plan 2024-2028](#) | [Annual Report 2024](#)

## RECONCILIATION

PSF respects the rights and title of Indigenous Nations and the indelible relationship between Indigenous communities and salmon. We seek opportunities to work with Indigenous peoples in support of their inherent decision-making, governance, and management of Pacific salmon and their habitat in their lands or territories.



"The Pacific Salmon Foundation's independent science has been instrumental in providing evidence-based data and research that First Nations can use when making decisions about the future of open-net pen salmon farms in their territories. As legal counsel to several First Nations, I've seen firsthand how PSF's research has helped assess potential risks to wild salmon and inform decisions about their lands, waters, and resources."

— **Brenda Gaertner, PSF Board Emeritus and Senior Counsel, Mandell Pinder LLP**

# JOIN OUR BOARD

Pacific salmon face unprecedented challenges. With two-thirds of salmon populations in B.C. and the Yukon below their historical long-term averages, the need for decisive action and transformational leadership has never been greater. Joining PSF's Board of Directors is an opportunity to advance solutions for salmon at a pivotal time.

As a PSF Board member, you'll have the opportunity to:

- **Influence conservation at scale** — Contribute to Pacific salmon recovery for future generations through governance, reconciliation, and impact philanthropy
- **Connect with exceptional leaders** — Work alongside a skilled, committed Board that reflects diverse voices and experiences at the forefront of salmon conservation
- **Engage with innovative solutions** — Gain exposure to cutting-edge conservation science, emerging technologies, and emergency responses that support salmon
- **Advance reconciliation** — Support PSF's commitment to meaningful collaboration with Indigenous peoples in their inherent decision-making, governance, and management of Pacific salmon and their habitat in their lands or territories.
- **Champion systems transformation** — Support PSF's efforts to transform the management landscape for Pacific salmon recovery and resilience



"Sitting on PSF's Grants Committee, I've seen the investment the Community Salmon Program makes into communities across the province, and what it does for people and kids. It pulls communities together and creates education and awareness about salmon."

— Murray Ned, PSF Board Member & Executive Director, Lower Fraser Fisheries Alliance

# WHAT WE'RE SEEKING

PSF is recruiting new Board members to join our volunteer Board of Directors in 2026–2027. We are seeking passionate, experienced leaders who share our commitment to Pacific salmon recovery and Indigenous reconciliation. Directors must demonstrate a passion for Pacific salmon and have relevant expertise to assist the Board in executing its fiduciary and strategic oversight of the organization.

## **In particular, the Board is seeking candidates with the following experience:**

- Fundraising & Campaign Leadership; Experience leading or participating in major gift initiatives, capital campaigns, or philanthropic partnerships relevant to PSF's campaign for salmon recovery
- Indigenous Leadership & Governance; Deep understanding of reconciliation and Indigenous rights, particularly from the Vancouver Island, Central Coast, or North Coast regions
- Non-Profit Governance Experience; Background in board service, committee leadership, grant stewardship, strategic planning, or board development

## **We specifically encourage applications from:**

- Indigenous leaders
- Women leaders
- Individuals with diverse lived experiences related to salmon conservation
- Early to mid-career leaders

## **COMPENSATION**

Directors do not receive remuneration for their participation on PSF's Board of Directors. PSF will reimburse related travel expenses.

## **TERMS**

Each Director is appointed to a three-year term at the Annual General Meeting in June. Directors are eligible for a maximum of three, three-year terms.

# DIRECTOR RESPONSIBILITIES

PSF's Board of Directors provides fiduciary, strategic, and fundraising leadership to advance our mission.

## TIME COMMITMENT

- Four regular Board meetings per year; half-day meetings in April, June, September, December
- One annual strategic retreat; two days and optional field day in October/November, typically outside Vancouver; travel expenses covered by PSF
- Committee participation; 3–4 meetings per year, typically 1–2 hours during business hours

## KEY RESPONSIBILITIES

1. Approve, where appropriate, policy and other recommendations received from the Board, its standing committees and Management Team.
2. Monitor all Board policies.
3. Review the bylaws and policy manual and recommend bylaw changes.
4. Review the Board's governance structure, approve changes, and prepare necessary bylaw amendments.
5. Participate in the development and review of PSF's Strategic Plan and annual priorities.
6. Approve PSF's annual budget.
7. Approve the hiring and release of the President and CEO, including the employment agreement.
8. Support and participate in evaluating the President and CEO.
9. Serve on one committee of the Board, which typically meet 3-4 times annually. Committees: Program Oversight; Grants; Finance; Governance.
10. Assist in developing and maintaining positive relations among the Board, committees, staff members, and community to enhance PSF's mission.
11. Support PSF's fundraising efforts.

## DIVERSITY AND INCLUSION

The Pacific Salmon Foundation is deeply committed to advancing reconciliation and ensuring our Board reflects diverse voices for salmon. We actively encourage applications from Indigenous leaders, women, younger professionals, people with disabilities, members of marginalized sexual orientations, gender identities, and gender expressions, and members of groups that commonly experience discrimination based on race, ancestry, colour, religion/spiritual beliefs, or place of origin.

## RECRUITMENT TIMELINE

**We encourage interested candidates to express their interest as soon as possible. Applications will be reviewed on a rolling basis until late April 2026.** Director Appointments will be confirmed at the Annual General Meeting in June 2026.

For more information about PSF's Board of Directors, please contact [salmon@psf.ca](mailto:salmon@psf.ca).  
If you require accommodations or support, please email [hr@psf.ca](mailto:hr@psf.ca).

IF YOU ARE INTERESTED IN PSF'S BOARD

**APPLY TODAY**



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