



Columbia Region
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COLUMBIA REGION: EAST KOOTENAY PUBLIC BOARD MEMBER INFORMATION FOR PUBLIC BOARD MEMBER APPLICANTS

Revised September 12, 2025

Our Columbia Region board is looking for a new public board member from the East Kootenay sub-region to join our supportive team for a three-year term starting in fall 2025. Learn more about this opportunity to help fish and wildlife, build your skills, and share your knowledge and ideas. [Map of Columbia Region.](#)

To ensure geographic diversity on our board, we are inviting only interested candidates from the East Kootenay to apply. If you live in one of the other sub-regions that make up our Columbia Region (i.e., West Kootenay, or the Upper of North Columbia), thank you for your interest and please consider applying at a future date.

Consideration will be given to qualified individuals from the East Kootenay with a broad range of backgrounds. The selection process will recognize lived experience, volunteer as well as paid employment, and academic achievements.

We are committed to representing the diversity of our province. Indigenous applicants, people of colour, all genders, all ages, 2SLGBTQ+, and persons with disabilities are encouraged to apply.

WHO WE ARE

The [Fish & Wildlife Compensation Program](#) (FWCP) is a partnership between BC Hydro, the Province of B.C., Fisheries and Oceans Canada, First Nations and public interest holders to conserve and enhance fish and wildlife in watersheds impacted by BC Hydro dams.

WHAT WE'RE LOOKING FOR

As a public member on the FWCP's 17-member Columbia Region board, you will contribute to annual FWCP planning and implementation, including review and approval of proposed fish and wildlife projects in the [FWCP's Columbia Region](#).

We want board members who are committed to reconciliation and share our vision of thriving fish and wildlife populations in watersheds that are functioning and sustainable, and can take a regional perspective to support conservation and enhancement of fish and wildlife.

WHAT WE'RE OFFERING YOU!

We recognize that the best candidates for this position are likely already busy people with many other commitments. That's why we host most of our meetings online and schedule meetings in advance to accommodate your work, life, and family commitments.

We know your time and knowledge are valuable and we recognize your contributions by compensating you for your time and eligible expenses in line with our [Governance Manual](#).

Our team, including board members, our region manager, and the FWCP team, is supportive and ready to onboard and mentor a new board member to help make important decisions about fish and wildlife in watersheds impacted by BC Hydro dams.

You will have the chance to work with diverse partners – First Nations, the provincial and federal governments, and BC Hydro – to build or demonstrate your skills in critical thinking and consensus decision-making while you serve your community and profession.

See the following pages for more information about the FWCP's Columbia Region board, the roles and responsibilities of board members, expectations of board members, remuneration, and selection criteria for new board members.

Interested candidates are encouraged to review our [Governance Manual](#) and [Our Story](#).

Interested applicants must **submit a completed Public Board Member application form by 4 p.m. PT / 5 p.m. MT on Friday, November 14, 2025**, to Jen Walker-Larsen, our Columbia Region Manager.

Jen Walker-Larsen
FWCP Columbia Region Manager
Jennifer.Walker-Larsen@bchydro.com
250-814-6645

The Public Board Member application form should be accompanied by:

1. at least two letters of endorsement that provide evidence of community support for your application; and
2. your cover letter and resume.

Applications will be kept on file for a period of 12 months in case an additional vacancy needs to be filled.

Thank you in advance for your interest in the Fish & Wildlife Compensation Program. For more information on the FWCP visit www.fwcp.ca.

The following is excerpted from our [Governance Manual](#)

Purpose of the FWCP's Columbia Region Board

Operating under the strategic framework, the purpose of each regional board is to provide local oversight to the planning and implementation of the FWCP at the regional level. More specifically, the purpose is to:

- act as the local decision maker on strategic priorities and annual expenditures and investments by the FWCP;
- make decisions that support advancement of the strategic framework (i.e., vision, mission, strategic objectives, principles, and action plans) established for the FWCP (at both the provincial and regional levels). Decisions are also informed by recommendations from technical committees and First Nations Working Groups, as applicable;
- ensure partner perspectives are considered during decision-making processes;
- ensure the FWCP operates within the available budget, makes fiscally responsible investments, and can report effectively on expenditures; and
- support efforts to raise awareness, understanding and local support for the FWCP.

Roles and Responsibilities of Board Members

The specific roles and responsibilities of the regional board and its members are to:

- provide oversight to the development of regional action plans and recommend their approval to the steering committee;
- establish annual priorities based on regional action plans and available budget in consultation with technical committees and First Nations Working Groups, as appropriate;
- review and approve the annual operating plan and budget, which includes grant applications for proposed projects, directed and/or long-term project scopes of work, administrative expenses, strategic initiative work plans, and communications work plans;
- participate in the development and implementation of regional and/or provincial communications plans and strategies;
- raise awareness, understanding, and support for the FWCP within their respective communities, groups, organizations, and agencies (as opportunities arise and in consultation with the region manager). Opportunities could be through club meetings and events, casual conversations, agency meetings and communications, First Nations community events, etc.;
- communicate (via the board chair/co-chairs) with the steering committee on strategic or other issues requiring their guidance, clarification, or decision if the regional board cannot come to a resolution on these issues or if these issues may have broader implications to the FWCP;
- review budget and project updates (e.g., regional budget spend tracking; directed project updates) provided by the region manager to ensure that regional activities are within budget and resources are being effectively used;
- review and approve the annual report and provide it to the steering committee (see Section 5 of [Governance Manual](#));
- support FWCP reviews (see Section 5 of [Governance Manual](#)) at defined intervals;
- participate in a new board member orientation with the region manager prior to attending their first board meeting;

- provide annual feedback and recommendations to the program manager about program administration and the region manager's performance of duties;
- approve new public members on the regional fish and wildlife technical committees and regional board; and
- abide by the code of conduct (Appendix C of [Governance Manual](#)).

Expectations of Public Board Members

Once selected, Public Members are expected to abide by the Code of Conduct and Conflict of Interest Guidelines. (See Appendix C in the [FWCP Governance Manual](#).)

Preparation for and participation in board meetings is an essential component of board member responsibilities. The Board will meet two to three times a year and meetings may be planned as in-person or virtual depending on the nature of the meeting and other considerations. The Annual General Meeting occurs in January with review and decision making on all grant applications for proposed projects. Meetings will be 1-2 days in length. From time to time, the board may need to make decisions outside of regularly scheduled meetings, which may require the board to hold shorter, virtual meetings or make decisions via email depending on the nature of the decision and at the discretion of the board chair(s).

Evaluation Criteria for Public Board Members:

The FWCP uses the following selection criteria in assessing candidates:

1. involvement in conservation activities and/or organizations;
2. fisheries, wildlife, and environmental technical/biological knowledge;
3. oral and written communication skills;
4. ability to effectively communicate with stakeholder groups, local communities, and the public;
5. experience and extent of network within stakeholder groups;
6. experience in committee/board work using consensus decision-making;
7. knowledge of the FWCP;
8. availability and time;
9. residency of applicant; and
10. current representation in the region.

Public Board Member Remuneration¹:

Honorariums	Expenses
\$70 per hour for eligible activities (see list below).	Per diems*: Breakfast \$19.00 Lunch \$21.00 Dinner \$34.00 Mileage: 2x4 rate: \$0.70 per km for first 5,000 km and \$0.64 per km after first 5,000 km 4x4 rate: \$0.98 per km for the first 5,000 km and \$0.64 per km after first 5,000 kms Other travel expenses:

¹ See Appendix D of the FWCP [Governance Manual](#) for more details on remuneration.

	Accommodation and other travel expenses such as taxi, parking, and airfare will be reimbursed at cost, with appropriate documentation/invoices.
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** Per diems are available for meals not provided at meetings.*

Notes:

- Reasonable administrative expenses (telephone, photocopying, etc.) will be reimbursed at cost, with appropriate documentation.