



2025 Board of Directors Recruitment Priorities

The CFPC is looking to fill two vacancies.

Out of the 12 Board Director positions, one Director must be filled at all times by a CFPC member in their early years of practice (first five years of practice or a family medicine resident).

For the 2025 election, at least one of the two Director-at-Large vacancies will be filled by a member in their early years of practice.

Voters will be asked to identify their top two selections. The first new electee will be the nominee in their early years of practice receiving the most votes. The second new electee will be the individual receiving the most votes among all remaining nominees (including those in their early years of practice).

Our members represent enormous diversity both professionally and personally. Below are some priority attributes we've identified that will help us function together as a Board. No one board director can embody all of these attributes, and you may have special skills we have not yet articulated. Please consider applying even if you do not see yourself in the list below.

The attributes that are bolded are skills we have identified as being of greatest need.

- Diversity in patient populations served (remote, rural, small town, suburban, urban, inner city, Indigenous people, vulnerable people)
- Diversity in care provided (comprehensive care, focused care and holding a Certificate of Added Competence, area(s) of special interest)
- **Diversity in clinical practice location (British Columbia, Atlantic Canada, Quebec, Saskatchewan)**
- **Diversity in number of years in practice/stage of career (First five years in practice or family medicine resident). This is a 2025 election requirement for at least one new director**
- **Diversity in number of years in practice/stage of career (In first 10 years of practice)**
- **Diversity in self-identification and lived experience (sexual orientation, gender identity or expression, Black or other people of colour, Indigenous, person living with a disability, immigrant)**
- **International medical graduate (IMG)**
- Facility to communicate in Canada's two official languages, English and French (**bilingual**)

- Engagement in the CFPC's activities and knowledge of them (committee participant, reviewer)
- Engagement in Chapter activities and knowledge of them (committee participant, reviewer)
- **Experience with boards and governance**
- **Financial acumen**
- Knowledge in risk management
- Understanding of legal matters
- Knowledge of not-for-profit organizations
- Familiarity with systems thinking and experience in strategic planning
- Experience in patient and health care advocacy
- Comprehension of ethics and conflicts of interest
- Possession of political acumen and understanding of public affairs, and experience in government relations
- Experience in communications, including leveraging various platforms to engage stakeholders effectively
- Experience in fundraising that could help to further connect the CFPC and the Foundation for Advancing Family Medicine (FAFM) Boards
- Experience in community leadership and advocacy, leading change, and social justice initiatives
- Engagement in faculties of medicine, hospitals, teaching, research, and administration
- Acumen regarding the CFPC's core functions including setting standards for certification in family medicine, curriculum, accreditation of postgrad training in family medicine and of continuing professional development (CPD)

If you would like to be considered in the next Board election, please send a message to Sarah Scott, Governance and Strategic Planning Director at sscott@cfpc.ca requesting the fillable online application to **share how these attributes relate to you** by February 28, 2025. You will also be asked to submit your CV / resumé. You may be asked to participate in an interview with the Nominating Committee by videoconference.

NB: Applications submitted after February 28, 2025, will be considered in the 2026 cycle.