

British Columbia Lieutenant Governor in Council Appointments and Reappointments Overview for the BC Farm Industry Review Board & Regulated Marketing Boards and Commissions Updated: May 2024

Background

The appointment and reappointment process by the Lieutenant Governor in Council for the BC Farm Industry Review Board (BCFIRB) and the eight regulated agricultural commodity boards and commissions (commodity boards) is established under the *Natural Products Marketing (BC) Act* (NPMA) and the *Administrative Tribunals Act* (ATA).

The [Crown Agencies and Board Resourcing Office](#) (CABRO) sets out guidelines for the merit-based appointment and reappointment processes, and there is a close working relationship between BCFIRB and CABRO during appointment and reappointment processes.

In accordance with the NPMA and related schemes, the following positions are to be appointed through Order in Council (OIC):

- BCFIRB Chair, Vice-Chair, and up to eight additional members, and
- Eight regulated commodity boards Chairs, and
- Two members of the BC Chicken Marketing Board.

The ATA also sets out specifications for the length of term for appointments for the BCFIRB Chair and Members. For the BCFIRB Chair, this includes an initial appointment of three to five years, and a reappointment for an additional term of up to five years. For BCFIRB members, this includes an initial appointment of two to four years, and a reappointment for an additional term of up to five years.

Term lengths are also assigned to the regulated commodity board appointments and are determined in accordance with CABRO policies and guidelines.

Overview of Appointment Process

1. For BCFIRB and commodity board appointments, BCFIRB developed [position descriptions](#) in consultation with the Ministry of Agriculture and Food and the commodity boards. These descriptions are used in the merit-based recruitment and assessment process to determine qualified candidates. Interested candidates can apply for positions through [CABRO](#).
 - a) For the BCFIRB Chair, the minimum qualifications and experience include:
 - Experience at a senior level in industry or government in agriculture, aquaculture, and/or agri-food marketing and processing,
 - Ability to set strategic directions and implement them to achieve

success and change,

- Organizational, management and conflict resolution skills,
- Analytical and decision-making skills,
- Excellent interpersonal, written and oral communication skills, with sound and practical judgement,
- Understanding of quasi-judicial decision making, the rules of natural justice and the principles of administrative law,
- General knowledge of B.C. agriculture, aquaculture, agri-food or animal welfare sectors,
- Familiarity with the federal-provincial context for agriculture and supply management and with the national and international trading environment for agri-food products, and
- Familiarity with the governance and economics of these sectors as they relate to the public interest.

b) For BCFIRB members, the minimum qualifications and experience include:

- Experience in industry or government in agriculture, aquaculture, agri-food marketing, processing or other relevant business; land use planning; consumer relations; and/or animal welfare issues; and/or experience as a lawyer, with an administrative law background and experience with quasi-judicial appeal processes,
- Organizational, management and conflict resolution skills,
- Analytical and decision-making skills,
- Excellent interpersonal, written and oral communication skills,
- Basic understanding of the rules of natural justice and the principles of administrative law,
- General knowledge of B.C. agriculture, aquaculture, agri-food or animal welfare sectors, and
- Familiarity with the governance and economics of these sectors as they relate to the public interest.

c) For the eight regulated commodity boards, these qualifications are board specific, details on qualifications and experience can be found in each board's position descriptions.

2. Once an assessment of qualified candidates is completed, the BCFIRB Chair makes a candidate recommendation to CABRO on the appointment of the BCFIRB Vice-Chair, members, and commodity boards chairs and members.
3. CABRO then performs due diligence checks and briefs the Minister of Agriculture and Food on the proposed appointment recommendation. The Minister of Agriculture and Food may consult with industry stakeholders and the BCFIRB Chair on the candidate appointment recommendation before making a final recommendation to CABRO.

4. Once the Minister of Agriculture and Food makes a final recommendation, CABRO then prepares an OIC package for the Ministry of Agriculture and Food to submit to the BC Government's Executive Council, also known as Cabinet.
5. The OIC package with recommendation for appointment then proceeds for review through the Cabinet process, and Cabinet appoints a final candidate through an OIC.

Reappointment Process

1. Reappointments for BCFIRB Vice-Chair and members, and commodity boards Chair and members are also led by the BCFIRB Chair in accordance with guidelines set out by CABRO.
2. Reappointment is not guaranteed. A person also must be willing to be reappointed. He or she may be recommended for reappointment without competition (no other applicants for consideration), with competition or not recommended for reappointment. Persons can also be appointed from one board to another in the regulated marketing system.
3. The BCFIRB Chair considers several factors when making a recommendation to the Minister of Agriculture and Food for reappointment, these include:
 - a. Length of term on a board,
 - b. Past and future anticipated performance of the appointee and his/her board,
 - c. The operational needs of the board concerned,
 - d. Overall transition planning (within membership of a specific board, in terms of the other boards – i.e., status of appointments of all commodity board chairs, etc.),
 - e. The quality and quantity of other available candidates, and
 - f. For BCFIRB, whether budget resources are available to support.
4. Once these factors are considered, the BCFIRB Chair then makes a recommendation for reappointment to CABRO together with a completed performance appraisal form. The performance appraisals are conducted by a third party through an evaluation process created by the BC Council of Marketing Boards.
5. CABRO then briefs the Minister of Agriculture and Food on the proposed reappointment recommendation. The Minister of Agriculture and Food may consult with industry stakeholders and the BCFIRB Chair on the candidate reappointment recommendation before making a final recommendation to CABRO.

6. Once the Minister of Agriculture and Food makes a final recommendation, CABRO then prepares an OIC package for the Ministry of Agriculture and Food to submit to Cabinet.
7. The OIC package with recommendation for reappointment then proceeds for review through the Cabinet process, and Cabinet appoints a final candidate through an OIC.