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Opportunity Profile

Calvert Home Mortgage Investment Corporation

Board Directors



About Calvert Home Mortgage Investment Corporation

Calvert Home Mortgage Investment Corporation ("CHMIC" or "company") is a trusted, caring, and responsive short-term mortgage lender operating in both Alberta and Ontario. Founded in 1975 by Everett Koeller, the company continues to be led by the Koeller family with the involvement of sons Dean and Dale as CEO and CRO, respectively.

CHMIC is an award-winning company: Family Enterprise of the Year winner in 2016, Mortgage 5 Star Employer for 2021, 2022 and 2023, and a Waterstone Most Admired Culture for 2022 and 2023, to name a few. CHMIC focuses on providing the right advice and products to fit its clients' needs while prioritizing the financial success of homeowners, real estate investors, and mortgage brokers.

The current sweet spot for CHMIC is lending to residential home improvement trades that purchase, improve and re-sell previously depreciated homes and apartments. Twenty-five years ago, CHMIC set a mandate to remain a private corporation while having disclosure, full management discussion and analysis that is comparable to listed public companies.

The Company is proud of the corporate culture that has developed over the years driven by the following:

MISSION

To be the most trusted mortgage lender in Canada so that their customers, investors, and partners succeed and grow in thriving communities.

VISION

Homes in revitalized communities are possible for all

VALUES

Service Trust Education People Solutions

To learn more, visit: <https://chmic.ca/>



The Board

CHMIC operates with a 5-person fiduciary board currently consisting of four directors, and the founder as Chair. The Board reviews and oversees all aspects of the Company's operations, development, and health. Regular quarterly meetings, plus occasional additional meetings are required. Committees of the Board include Audit, Human Resources & Compensation and Corporate Governance. Currently, the board doesn't have term limits or a specified retirement age. The director role is a paid position.

The Company is currently recruiting for at least one director to replace a retiring director who was a member of the Human Resources and Governance committees.

The Directors

Directors at CHMIC bring a diversified background of knowledge and experience and are committed to being champions of the Mission, Vision, and core Values of the Company. The Values include Service, Trust, Education, People, Solutions. Directors must exhibit integrity, trust, critical thinking, accountability, fiduciary responsibility, and the capacity to manage complexity. Relationship skill requirements exhibit an ability to develop and nurture valuable relationships for the benefit of the company that may include new investors, channel partners, service providers or strategic stakeholders.

The Individual

Must be able to thrive in an entrepreneurial and growth-focused environment. The ideal director is well-versed in corporate governance, and consideration will be given to those with executive leadership experience in high growth organizations. Both hands-on and strategic, the director is ideally a seasoned



executive recognized as a strong business leader, able to bring a broader strategic lens to mitigate the risks, challenges, and opportunities in a growing organization.

The Role: Board Director

Key Skills and Expertise for Human Resource and Compensation Committee Member

Director will assume the role of Chair of the Human Resource and Compensation Committee. Experience with oversight of CEO compensation programs, annual performance metrics and performance reviews is essential.

Key Skills and Expertise for Director

- Experience with board composition, nomination processes and board policies and procedures and board development and evaluation.
- Knowledge of procedures required to ensure monitoring of compliance, conflict of interest and other regulatory matters.
- Experience in business/corporate strategy, planning and implementation.
- Strong financial acumen and understanding of financial principles, banking and institutional funding.
- Practical management or director experience within high-growth, and entrepreneurial family-owned businesses.
- Oversight experience in the process of identifying principal corporate risks and ability to ensure management has implemented appropriate systems to manage risks.
- Technological experience to help identify and oversee the management of potential risks and opportunities that arise from new technologies, including the development of digital tools and processes to enhance corporate performance.
- Knowledgeable in corporate governance best practices through board experience and on-going professional development. ICD.D or equivalent education.
- The qualifications, attributes, and drive to assume greater Board/Committee leadership, with the various committees.

Express Your Enthusiasm

Email a convincing cover letter and tailored resume (PDF or Word) to **Allan Nelson or Laura Youngberg** at **calgary@leadersinternational.com** indicating the job title in the subject line of the email.

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