

**TERMS OF REFERENCE
PRESIDENT AND CHIEF EXECUTIVE OFFICER**

In addition to the provisions of the *Broadcasting Act* and the Bylaws of the Corporation, the President and Chief Executive Officer:

A. GENERAL

1. Provides leadership to the Corporation.
2. Reports, and is responsible in all matters, to the Board.
3. Unless otherwise provided, hires and terminates the Corporation's employees and, within the parameters established by the Board, determines their remuneration, retirement leave, and termination or severance arrangements.
4. Demonstrates clear ownership of, and implements, the Board's decisions.
5. Ensures, in consultation with the Corporate Secretary where appropriate, that management complies with the Corporation's Bylaws, procedures and resolutions.

B. BOARD OPERATIONS

1. Advises the Chairperson of the need to convene special meetings of the Board.
2. Proposes Board agenda items to the Chairperson which reflect the important and strategic issues facing the Corporation and the concerns of Directors.
3. Ensures, in collaboration with the Chairperson, that the Board receives accurate, adequate, timely and clear information on:
 - a. the Corporation's performance;
 - b. the issues, challenges and opportunities facing the Corporation;
 - c. matters requiring a Board decision; and
 - d. matters required to fulfil its responsibilities and obligations.
4. Provides input to the Chairperson, in consultation with the Corporate Secretary, on changes to the Terms of Reference and other Board policies and procedures.
5. Ensures that the Chairperson and the Board are alerted to forthcoming complex, contentious or sensitive issues affecting the Corporation.

C. CORPORATION'S STRATEGIES, OBJECTIVES AND PERFORMANCE

1. Recommends to the Board the approval of Strategic, Corporate and Business Plans.
2. Keeps the Board informed of the Corporation's progress towards the achievement of its strategies and plans.
3. Ensures, in collaboration with the Chairperson, that major Corporate initiatives have proper and timely Board understanding, consideration, oversight and approval.

**TERMS OF REFERENCE
PRESIDENT AND CHIEF EXECUTIVE OFFICER**

D. CORPORATION'S BUSINESS

1. Establishes an organizational structure and processes to ensure the efficient organization of resources and recommends to the Board, through the Human Resources and Governance Committee, the approval of any division or segregation of the business of the Corporation at the Senior Executive level.
2. Promotes and conducts the affairs of the Corporation with the highest standards of integrity, probity and corporate governance.
3. Leads and manages the Corporation within the parameters established by the Board.
4. Implements, within the limits prescribed by the Board, operational policies to guide the Corporation.
5. Attends, with the Chairperson, the Corporation's Annual Public Meeting.
6. Recommends to the Board, through the Human Resources and Governance Committee, the approval of:
 - a. the appointment of an Officer of the Corporation;
 - b. an Officer's compensation package on appointment;
 - c. changes to an Officer's compensation package; and
 - d. payments to an Officer arising from a performance incentive plan.
7. Presents senior management succession and development plans to the Human Resources and Governance Committee.

E. WORKING RELATIONSHIPS

1. Ensures that the relationships with Parliament, regulatory bodies, government officials, other stakeholders and the general public and, in collaboration with the Chairperson, with the appropriate Minister, operate to further the best interests of the Corporation at all times, including the protection of the journalistic, creative and programming independence enjoyed by the Corporation.
2. Ensures, in collaboration with the Chairperson, that the relationships between the Board and management operate to further the best interests of the Corporation at all times.
3. Ensures that the Chairperson and the Board are aware of the principal concerns of management.