



# Board of Directors Director Candidate Information Guide

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# Mission, Vision, Values

## Mission

Let's Talk Science helps youth fulfill their potential and prepare for future *careers* and *citizenship* roles through engagement in science, technology, engineering and math (STEM).

## Vision

Canadian youth are creative, critical thinkers and knowledgeable citizens who are prepared to participate and thrive in a complex global environment.

## Our Core Values

**COLLABORATIVE SPIRIT** - We are better, smarter and more creative when we work together in diverse teams to achieve meaningful outcomes.

**CONTINUOUS LEARNING** - We are always learning and view every experience as an opportunity to improve our efforts to build futures.

**INTEGRITY** - We are honest, do the right thing, keep our word and take responsibility for our actions.

**FUTURE LOOKING** - As leaders, we are nimble, take calculated risks and keep evolving everything we do.

**EMPOWERING OTHERS** - We enable people to participate and contribute to making our world better.

# Who We Are

**Let's Talk Science is a national, charitable organization dedicated to helping youth fulfill their potential and prepare for future careers and citizenship demands by supporting their engagement in STEM.**

Let's Talk Science offers a suite of free programs and resources (English / French) for Early Years - Grade 12 youth and educators in charter, private, public, and homeschool settings. Beyond the classroom, our programming reaches community groups, families, and the public. Since 1993, we have achieved nearly **23 million interactions with youth and educators in all regions of Canada, with 85% of that reach occurring since 2015.**

## Key Outcomes:

- ✓ Motivated, inspired children and youth who pursue **STEM** at high school, post-secondary and beyond.
- ✓ Sustained change through **educator training**, support, and influence on learning communities.
- ✓ World-class **network of volunteers**, a significant number of whom are post-secondary students improving job readiness.
- ✓ Leveraged **partnerships to drive positive** change, including: governments, post-secondary institutions, industry, community organizations, researchers and employers.



## Reach Last year (2023-2024):

- ✓ Over 1.7 million interactions with children and youth.
- ✓ Almost 86,000 interactions with Indigenous youth.
- ✓ Over 346,000 interactions with educators.
- ✓ Over 6,000 schools accessed Let's Talk Science programs - over 40% of schools.
- ✓ Nearly 1,800 communities reached across all provinces and territories including rural and remote areas.



Let's Talk Science is a trusted leader in Canadian education - and we're ready to do more. With a national presence, a community-driven approach, and a clear mission, we deliver scalable and efficient programs built to maximize reach and achieve real results for youth, families, and educators across Canada. Backed by decades of impact, we are uniquely positioned to shape Canada's STEM future. As the country navigates challenges and opportunities - from AI and advanced manufacturing to misinformation and a shifting economy - STEM skills are essential now more than ever. **Let's Talk Science delivers proven programs that address the unique needs of communities across Canada.**

## Build Skills for Future Prosperity

We connect Early Years – Grade 12 youth with trained volunteers and staff to build critical **competencies essential for an evolving economy**. Our programming explores STEM in relevant ways that align with provincial curricula and spotlight diverse career pathways in any region. Through enrichment opportunities supporting deeper learning, we develop creative, critical thinkers who will **drive innovation in key sectors** including clean energy, natural resources, software & technology, life sciences and more.

## Mobilize Volunteers

We nurture **community-based partnerships** with over 55 post-secondary institutions, research organizations, and industry, to recruit, train and support local volunteers. Our science communication training and special training for volunteers who work with Indigenous youth and communities addresses unique regional needs and connects with youth meaningfully. This **local outreach model builds sustained impact year-round** while helping retain skilled talent.



## Kick-Start Careers & Address Labour Market Needs

Let's Talk Science is committed to motivating and empowering youth to fulfill their potential and **prepare for future careers**. Our programs inspire young people to explore and discover diverse career and post-secondary pathways that leverage STEM skills. To facilitate this exploration, we offer career resources featuring **real profiles from diverse role models** and collaborate with organizations like ChatterHigh and Skills Canada to host unique, semi-annual career exploration competitions. Beyond supporting youth, we provide post-secondary volunteers with valuable learning opportunities that **enhance their own professional development** and develop vital professional skills and networks with their peers. Through this dual approach, we're fostering STEM talent and creating pathways for success.

## Empower Educators

We build preschool to high school educators' abilities to catalyze student engagement in STEM and career awareness through **blended approaches to professional learning and classroom-ready resources** that are available at no cost in English and French. Job-embedded professional learning is available through co-learning broadcasts that engage both educators and students. Programming is also available for educators in community organizations (e.g. Guides, after school programs etc.)

## Catalyze learning with STEM at Home

We offer **free online programming** that encourages active learning and discovery outside of the classroom. With hands-on activities using materials commonly found at home, engaging web series and competitions for youth, STEM at Home offers parents and caregivers **meaningful ways to keep kids exploring and interested in STEM** with themes including: [Digital Literacy](#), [Space](#), [Climate](#), [Innovation](#), [Quantum](#), and [Careers](#).

The **2023-2024 Annual Impact Report** can be found at: [letstalkscience.ca](http://letstalkscience.ca)

# Role and Responsibilities of the Board

## Role

The Board is responsible for providing overall leadership, direction, and oversight of Let's Talk Science. Its role is to set the strategic vision and priorities, ensure strong governance, protect the organization's mission and values, and monitor performance and risk at the highest level. Each director is responsible for representing the best interests of Let's Talk Science acting honestly and in good faith to support the organization in fulfilling its mission and discharging its accountabilities. The Board holds management accountable, ensures financial health and sustainability, approves major policies and decisions, and represents the public trust in how the organization is led and operated.

The board must also act within the law and follow three basic principles:

1. **Diligence.** Act reasonably and in good faith. Consider the best interest of the organization and its members.
2. **Loyalty.** Place the interest of the organization first. Do not use their position to further personal interests.
3. **Obedience.** Act within the scope of the law. Follow the rules and regulations that apply to the organization.

The board governs by establishing policies to guide management, making decisions that align with Board policy and organizational goals, and monitoring performance to ensure outcomes support LTS's mission and strategic plan.

## Responsibilities

- Contribute to Establishing the Strategic Direction: provide strategic leadership by establishing and reviewing LTS's mission/vision/values, approving the strategic plan, and monitoring performance against it on an ongoing basis.
- Provide for Excellent Management: oversee and support executive leadership by appointing the President, setting performance expectations and compensation, delegating management authority with accountability, ensuring succession planning, and establishing key policies for organizational operations and employee safety.
- Program Quality and Effectiveness: monitor program and reporting performance measures to ensure alignment with and mitigation of organizational risks.
- Ensure Financial Viability: provide financial oversight by approving budgets, ensuring multi-year planning, reviewing financial controls and reporting processes, and monitoring quarterly reports and annual audited statements.
- Board Effectiveness: strengthen board effectiveness by recruiting skilled directors, providing orientation and ongoing education, setting goals and work plans, ensuring access to timely information, maintaining governance policies, complying with legislation, and evaluating board and director performance.

- Foster Relationships: promote external relations by fostering strong partnerships with government, education system stakeholders, community members, and other key partners, ensuring effective communication and collaboration.

## Committees

Standing and Ad Hoc Committees of the board play an essential role in the board's functioning. They engage deeply with issues in areas with delegated responsibility, by doing research, breaking down their findings and presenting them to the full board. The standing committees for the Let's Talk Science Board of Directors are the Executive Committee, Governance and Nominations Committee and Finance and Audit Committee.

## Time Commitment

All Board members, are expected to:

- Attending at least 75% of all scheduled Board/Committee meetings, including the Annual Members meeting (all virtually held) and Annual Board Retreat, held in-person for a duration of approximately two (2) days.
- Set aside the appropriate amount of time to prepare for all meetings.
- Assist the organization in expanding its resource base by sharing and contributing expertise and external relationships.

## Selection Process

1. Applications will be accepted until December 8<sup>th</sup>, 2025, 5:00pm ET.
2. Interviews will be held virtually, and scheduled in January 2026 , for candidates that have been shortlisted by the Governance and Nominations Committee, through a candidate evaluation process.
3. All candidates will go through the nominations process to ensure Board composition is balanced, diverse, representative and inclusive.
4. The Governance and Nominations Committee will recommend its nominee(s) to the Board of Directors for approval in February 2026.
5. Nominees will be advised whether their nomination has been approved by mid March 2026.
6. Orientation for the new Director(s) will be held virtually during the month of April/May 2026.
7. The newly elected Director(s) will attend their first meeting in June 2026.

## Next Steps

Interested candidates must submit the following documents:

1. Completed Application Form
2. Resume/Curriculum Vitae (CV) OR Letter of interest highlighting relevant experience

The items outlined above must be submitted no later than December 8<sup>th</sup>, 2025, to  
[ddutot@letstalkscience.ca](mailto:ddutot@letstalkscience.ca)

Those candidates selected by the Board will be contacted to arrange a virtual interview.