

Performance Evaluation Criteria for 2021 (John Gorman)

PERFORMANCE OBJECTIVES	SUCCESS CRITERIA	MEASURE	WEIGHTING
TEAM	Continuous leadership development	Perform 360 evaluation. Commence appropriate development initiatives.	10
	Staff development / Succession planning	Introduce SDI programming for Team. Formalize secondment agreements. Transition Policy & Research resource.	
FINANCIAL MANAGEMENT	Operate within the approved budget including any approved changes.	Budget	10
	Focus on revenue & membership growth	Exceed 90% retention. Add 5 new members including members from non-traditional areas. Complete membership review.	
STRATEGIC GOALS	Position nuclear as climate change solution	Formal recognition by federal government of nuclear as clean and necessary for net-zero future. Eligibility of nuclear in new / enhanced funding programs for cleantech.	15
	Advocate for govt. funding for new nuclear domestically and abroad ¹ and promote requirements for Canadian content	Perform pivotal role in securing funding through: 1) government programs and Budget 2021 for nuclear domestically; and 2) EDC and Canada Account for Team Canada participation in Romania.	20
	Establishing greater coordination and cohesiveness within industry	Achieve closer collaboration with COG and OCNI through either merger, formal coordination or joint initiatives.	10
	Coordinating industry communications around waste issue	Demonstrate communications leadership and coordination through Waste Issues Management Group. Support industry at pivotal consultations.	10
	Advocacy, education and industry leadership in key areas, including: conventional nuclear, SMRs, Isotopes, international, Engagement & Diversity ²	Promote holistic nuclear narrative ³ . Secure participation on non-traditional bodies (e.g. Fed's Hydrogen Strategic Steering Committee). Participation in CNIC and isotope related events (both media and industry led). Enter into MOUs with Foratom, Japan and WNA. Secure industry presence at COP26. Achieve 40% women speakers at conference 2021.	20
OTHER	Manage risks to business operations and employees in relation to COVID-19	Adhere to workplace best practices around COVID. Provide customized support for team members. Manage conference risk.	5
	Enhance Board Communications	Introduce new communications vehicles. Introduce regular one-on-one touch points.	

¹ Including CANDU

² Including Youth, Indigenous and Gender Diversity

³ Including past, present and future contributions of nuclear; innovation; isotopes; and synergies with other industries