

BOARD NOMINEE APPLICATION FORM

* Required Field

*First Name Justin *Last Name Gammon

Previous or present AIBC Board position(s) held None

A. Expression of Interest

To achieve its goals and meet its fiduciary responsibilities, the Board's focus is on providing leadership, regulatory direction, and good policy governance in compliance with the *Professional Governance Act*, AIBC Bylaws and the Board's own policies.

In the space provided below, tell us about your interest in seeking a position on the Board, and how your professional and personal experiences may contribute to the Board's focus on providing leadership, regulatory direction, and good policy governance in the public interest.

(Max 300 words)

I have been fortunate to enjoy a broad and diverse professional career. Starting in engineering, I moved into creative design with the rise of the internet and the dot com boom before finding my home in Architecture. I have had the opportunity to lead teams of design professionals in creative projects from Hawaii to London where I worked to meet the needs of demanding clients, within challenging regulatory environments. I have loved it all. I turned 60 this year and while I remain busy and engaged in my daily practice, my priorities have changed. I find I get most satisfaction now from working within my community and supporting the next generation of designers who are emerging in a rapidly changing environment.

I have been engaged in professional volunteer work for over 20 years with seats on a number of panels and assemblies including the City of Victoria planning commission, various design panels and the Downtown Steering Committee. I was most recently a member of the Victoria Saanich Citizens Assembly and was part of the delegation that delivered recommendations on potential amalgamation of the two cities to the respective councils. I currently work closely with Intern architects within my practice and support a body of architectural students as a mentor and regional coordinator for the RAIC Syllabus program on Vancouver Island.

I feel I could contribute to the broader architectural community in British Columbia as a supportive and attentive member of the AIBC board, I would love the opportunity to make that commitment.

B. Selection Principles Part One: Professional Regulation

In the space provided below, describe your understanding of the role of the AIBC in regulating the profession of architecture in BC in the public interest. Your understanding may be gained from working with legislation, working as a regulated professional, and through your interactions with the AIBC and other regulators.

(Max 200 words)

My relationship with the AIBC has evolved over time, reflecting my personal growth from student, to intern, to practitioner and partner. My initial contact, through the Internship in Architecture Program, introduced me to the regulatory framework of education, examination and experience that the AIBC has established to ensure the competency of persons using the title of Architect. As a practitioner I have familiarized myself with, and followed the AIBC guidelines for practice in the service of the public good including standards for minimum service and requirements for continuing education. As a partner I referred to the resources of the AIBC for clarification of contractual relationships with clients and consultants, the setting of fees, and protection of copyright. More recently I have watched with interest, and support, as the AIBC has expanded its mandate to include Architectural Technologists and has navigated the provincially mandated transition to the Professional Governance Act.

C. Selection Principles Part Two: Competencies

A blend of competencies is required for the Board to achieve its goals and for Board Members to meet their responsibilities. It is therefore not necessary for each Board Member to have experience in every area. Describe your professional and/or personal experience in the areas listed below, which you would bring to the role of Board Member.

Competency

Risk Management:

An ability to identify the nature and extent of internal and external risks faced by the organization and provide insightful direction in the management of those risks to mitigate harms.

Over the past 25 years I have led teams through periods of rapid growth and expansion when resources were stretched thin, and hard times when painful contractions had to be managed with a clear vision, and real compassion. Through these experiences I have learned to watch the evolving cultural, industrial and economic environment closely, and interpret the inherent risks - and opportunities.

Budget and Financial Management:

A sound understanding of the budget and financial performance of the organization and meaningfully contribute to strategic financial deliberations.

As a partner in a vibrant and growing practice I had direct experience with budgeting, forecasting and managing cash flow within the organization. This included the identification, with my partners, of key financial metrics and the development of systems for ensuring the ongoing health of the organization. As a signatory of the company's line of credit I was personally accountable for the firms fiscal obligations.

Human Resources:

An ability to oversee a senior level executive, including executive performance monitoring and management, succession planning, and recruitment.

I have over 25 years senior management experience with responsibility for up to 75 staff members in multiple offices distributed across Canada and into the US. I have greatly enjoyed this aspect of my career, working to build and direct a team to achieve shared goals. I also understand the challenges of human resource management and the painful, but necessary, decisions that are occasionally required to ensure stability.

Strategic Thinking:

An ability to contribute meaningfully and knowledgeably to strategic future-oriented discussions, provide insight and ask value-added and appropriately timed questions, and actively contribute to the development and review of policies that advance the long-term goals of organization.

I have been fortunate to have been involved with strong management teams across a variety of industries, providing strategic direction through times of significant change and challenge. Through these experiences I have learned the value of group discussion and respectful testing of ideas in service to a shared clear objective. I have learned that the need for difficult decisions comes in good times as much as hard.

D. Volunteer Participation

List your most recent volunteer involvement including with local/provincial/national organizations.

Name of Organization	Volunteer Position	Term of Service
AIBC	Oral Examiner	Since Mar 2025
RAIC Syllabus Program	Regional Coordinator	Since Sep 2023
Victoria, Saanich Citizen's Assembly	Assembly Member	Sep 2025 Apr 2025

E. Declaration:

By submitting this Board Nominee Application Form, I agree to fully participate in the nominations review process and confirm that I am willing to stand for election if nominated. The nomination review process includes an interview with the Nomination Committee at which may be discussed information related to the personal attributes of integrity and personal effectiveness, as well as a review of any potential conflicts of interest per section 23(4) of the *Professional Governance Act*.

Further, I consent to the Nomination Committee requesting disclosure information about my professional conduct history while registered with the AIBC, to comprise past and current complaint and discipline history in accordance with section 5 of the *PGA General Regulations*. I understand this information will be reviewed in confidence by the Nomination Committee and returned to the Professional Conduct Department for disposal within 30 days of its receipt.

Lastly, I consent to this Nominee Application Form being published on the AIBC website as part of my candidacy for the AIBC Board.

***Nominee Name (print):** Justin Gammon Architect AIBC

***Date:** February 21, 2026