

Candice Kay

Vice Chair, Board of Directors

With more than 25 years of experience in Human Resources and Labour Relations across both the private and public sectors, Candice Kay has built her career on strong leadership, collaborative negotiation, and driving sustainable organizational change. She spent 15 years in senior leadership roles within the energy sector, where she managed external relationships and performance oversight in support of Ontario's energy future.

Beyond her professional career, Candice has over five years of board experience, including serving as President of amateur sporting clubs, where she grew enrollment, secured sponsorships, and fostered safe and supportive environments for athletes. A passionate skier and proud parent of a National Ski Academy alumni, she values the academy's unique role in shaping well-rounded student-athletes.

Outside of her work, she enjoys pickleball, outdoor adventures with friends and family, and lively board games. As a board member, Candice hopes to combine her expertise and personal connection to skiing to strengthen the academy's culture and future.