

## BOARD Competency & Experience Matrix

<p><b>Core VALUES &amp; COMPETENCIES</b> <i>(Required)</i></p>	<p>A clear understanding and appreciation of the College's <b>PUBLIC PROTECTION MANDATE</b>, with an <b>UNBIASED, NON-PARTISAN</b> approach.</p>	<p><b>DIPLOMACY, strong COMMUNICATION and INTERPERSONAL SKILLS</b>, enabling respectful, productive, and sometimes difficult discussions and a culture of trust.</p>	<p><b>INTEGRITY and HONESTY</b>, ensuring that self-interest never interferes with decision-making, and that the Board has all the information it needs to make good decisions.</p>	<p><b>OBJECTIVITY</b>, enabling each board member to take a step back and make decisions based on evidence, good information and what is best to protect the public.</p>	<p><b>ACCOUNTABILITY</b>, ensuring that board members are able to take responsibility for their actions and execute their fiduciary duty.</p>	<p><b>OPENNESS</b> to new ideas, new perspectives, and new ways of doing things.</p>	<p><b>SOUND JUDGMENT</b> to make tough decisions with sometimes significant consequences.</p>	<p><b>COMMITMENT</b> to put in the time and energy to properly execute the role and the fiduciary duty to the College.</p>	<p><b>FLEXIBILITY</b>: Each Board member needs the ability to work electronically in order to uphold security, privacy, and efficiency of the Board's work.</p>
<p><b>Diverse PERSPECTIVES &amp; BACKGROUNDS</b> <i>(Preferred)</i></p>	<p><b>PROFESSIONAL DIVERSITY</b>: Speech and hearing practices are diverse across the three professions (RAUD, RHIP, RSLP) and public- and private-sector contexts. To properly self-govern the College, the perspective of each of the professions and contexts needs to be present on the Board.</p>	<p><b>CULTURAL DIVERSITY</b>: Speech and hearing practices are significantly influenced by culture. It is critical to have diverse cultural perspectives represented on the Board, specifically the perspective of the First Nations.</p>	<p><b>REGIONAL DIVERSITY</b>: Speech and hearing practices vary throughout the province and so does the experience of the public's interaction and expectations of the health care system. The perspectives of the various regions of the province -- Lower Mainland, Island, North, and Interior -- on the Board is desirable.</p>	<p><b>AGE DIVERSITY</b>: The Board needs the perspectives of various age groups from both elected and appointed members.</p>	<p><b>GENDER DIVERSITY</b>: The Board needs the perspective of both men and women in decision-making.</p>				
<p><b>Diverse EXPERIENCE &amp; SKILL SETS</b> <i>(Preferred)</i></p>	<p><b>Understanding of the PROFESSIONS</b>, the various stakeholders, and how decisions may impact the professions.</p> <p><b>POST SECONDARY EDUCATION ADMINISTRATION</b> to understand the perspective of this important stakeholder.</p>	<p>Experience in <b>CHAIRING</b> board and committee meetings and <b>board leadership</b>.</p> <p><b>PROFESSIONAL REGULATION</b> to understand how other organizations fulfill the same public protection mandate.</p>	<p>Past <b>BOARD and GOVERNANCE experience</b>.</p> <p><b>GOVERNMENT RELATIONS</b> to ensure we are effectively managing the relationship with government.</p>	<p><b>HR, PERFORMANCE MANAGEMENT, and succession planning experience</b>.</p> <p><b>PUBLIC HEALTH SYSTEM leadership</b>, to ensure that we have knowledge about the greater healthcare system when making decisions.</p>	<p><b>CORPORATE LAW</b>, with an understanding of contracts, privacy, employment and labour, and litigation management.</p> <p><b>COMMUNICATIONS and PUBLIC RELATIONS</b> to ensure the college is sending the right messages to stakeholders.</p>	<p><b>ADMINISTRATIVE LAW</b>, with an understanding of procedural fairness and managing quasi-judicial/statutory decision-making.</p> <p><b>INFORMATION TECHNOLOGY</b> to ensure that the significant IT projects of the college are being overseen appropriately at the governance level.</p>	<p><b>ACCOUNTING and FINANCIAL MANAGEMENT</b> and oversight.</p> <p><b>RISK MANAGEMENT oversight</b>, to ensure that the risk management system in place is appropriate and that the Board interacts effectively with this system in an oversight capacity.</p>	<p><b>STRATEGIC DECISION-MAKING</b> and oversight to enable the Board to support the Registrar &amp; CEO to articulate a vision, identify strategic priorities, and appropriately oversee organizational performance.</p>	<p><b>INTEGRATION, TRANSFORMATION, CHANGE MANAGEMENT leadership</b>, enabling the Board to be a strategic partner in the continued evolution of health professions regulation in BC.</p>