

Vice-Chair



Consent and Capacity Board Core Competencies

A Vice-Chair typically has all of the competencies of a Member plus three additional competencies: Leadership, Agency Governance and additional elements of Professional Awareness as follows.

COMPETENCY – LEADERSHIP

Definition:

Leadership is the ability and commitment to achieve Board objectives by overseeing and steering the right courses of action to ensure the implementation of strategic plans and attainment of performance objectives. It includes knowledge of and leadership in the implementation of policies, processes and practices that align the operations with the strategic plan. It also involves the mentoring, coaching and development of others.

Elements:

- > Acts on behalf of and in conjunction with the Chair to provide leadership to the Board.
- > Identifies emerging policy issues and recommends strategies.
- > Keeps the Chair informed of the need for change to processes or practices to enhance effectiveness and efficiency, or meet changing stakeholder needs.
- > Participates on various internal and external committees as a representative of the Board.
- > Ensures that the protection of the public interest, the principles of natural justice and the mandate of the Board are honoured in Board policies, practices and procedures.
- > Counsels and advises appointees on new policies, processes and practices.
- > Maintains current knowledge in the Board's field of expertise and participates in professional development opportunities.
- > Mentors new appointees and provides them with professional development and training.
- > Provides assistance to others to enhance dispute resolution skills and efforts.

COMPETENCY – AGENCY GOVERNANCE

Definition:

Agency Governance involves knowledge and skills required for participation in the effective governance of the Board and acting to achieve public service values such as transparency, efficiency and effectiveness. It also includes assisting with the achievement of Board governance standards, government requirements or directives.

Elements:

- > Understands and participates in the government / governance context in which the Board functions.
- > Assists the Chair by providing oversight in matters of Board governance and accountability.
- > Possesses a working knowledge of the corporate policy, business planning, financial and governance framework and supporting procedures pertaining to the Board.
- > Develops, implements and monitors new processes and practices (Board's procedures, protocols and rules) to govern the Board within best practices.
- > Proposes innovative approaches to improve the Board's operation.
- > Inspires confidence and commitment to the attainment of objectives.
- > Keeps the Chair informed of emerging matters of process or practices to enhance effectiveness and efficiency.
- > Monitors Board performance measures and provides sound advice to the Chair regarding change required to policies, practices and processes.
- > Assists in the development and achievement of the Board's business plan.

COMPETENCY – PROFESSIONAL AWARENESS

Definition:

Professional awareness is the depth and breadth of the knowledge, skill and experience particular to the position. It involves knowledge of laws, practices, processes, professional skills, stakeholders and the culture specific to the Board environment.

Elements:

- > Employs an in-depth knowledge of the relevant law and adjudicative environment to provide mentorship on difficult cases, ensuring clear and accurate advice and proper consideration is given in decisions rendered by the Board.
- > Assumes cases that are particularly high-impact / high-profile or that require consideration of new or novel points of law.
- > Can explain the trends, cycles and factors that can impact the Board's stakeholders, processes, practices and policies.
- > Can analyze the financial and operational impact of new policies, practices and processes.
- > Able to adapt policies, processes and practices to effect desired change, e.g. enhance service delivery.
- > Cognizant of social, cultural and political issues impacting the Board.
- > Maintains current knowledge in the Board's field of expertise and participates in professional learning and development opportunities.