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Business/Management/Finance/ Budgetary Experience

- The applicant has experience with, or is able to demonstrate knowledge or expertise in sound management, operational business processes/practices, accounting or financial management within the private or public sector. This competency may include an understanding of topics such as managing complex projects, leveraging information technology, planning and measuring performance, allocating resources to achieve outcomes, analyzing and interpreting financial statements, evaluating budgets and understanding financial reporting.

Governance Experience

- The applicant has experience with, or is able to demonstrate knowledge or expertise in board governance in the private, public, and/or voluntary/non-profit sector. The applicant has a clear understanding of the distinction between the role of the board versus the role of management. Governance experience could be acquired through prior board or committee service or reporting to/or working with a board as an employee.

Community/Stakeholder Relations Experience

- The applicant has experience with, or is able to demonstrate knowledge or expertise of the community or communities the NPCA serves, including the stakeholder landscape affecting the public agency. This may include a demonstrated capacity to build networks and foster trusting relationships with communities and stakeholders.

Strategic Thinking/Planning Skills

- The applicant demonstrates an ability to think strategically, identify and critically assess strategic opportunities and challenges facing the NPCA, develop effective strategies and engage in short, medium and long-range planning to provide high-level guidance and direction for the NPCA.

Risk Management/Audit Experience

- The applicant has experience with, or is able to demonstrate knowledge or expertise in enterprise risk management. This may include identifying potential risks, recommending and implementing preventative measures, and devising plans to minimize the impact of risks. This competency may also include experience or knowledge of auditing practices, organizational controls, and compliance measures.

Public Relations

- The applicant has experience with, or is able to demonstrate knowledge or expertise in communications, public relations or interacting with the media. This may include knowledge of advocacy and public engagement strategies, developing key messages, crisis communications, or social media.

Leadership/Teamwork

- The applicant demonstrates an ability to inspire, motivate and offer direction and leadership to others. The candidate also demonstrates an understanding of the importance of teamwork to the success of the Board. This may include an ability to recognize and value the contributions of board members, staff, and stakeholders.

Human Resources/Labour Relations

- The applicant has experience with, or is able to demonstrate knowledge or expertise in, strategic human resource management. This may include workforce planning, employee engagement, succession planning, organizational capacity, compensation, and professional development.

Government/Public Policy/Policy Experience

- The applicant has experience with, or is able to demonstrate knowledge or expertise of the broader public policy context affecting the NPCA. This may include the strategic priorities of government and the relationship between those priorities and the work of the NPCA.

Legal/Regulatory Experience

- The applicant has experience with, or is able to demonstrate knowledge or expertise in legal principles, processes and systems. This may include interpreting and applying legislation, experience with adjudicative or quasi-judicial hearings or tribunals, or an understanding of the legal dimensions of organizational issues.