COLLEGE OF
PSYCHOLOGISTS AND
BEHAVIOUR ANALYSTS
OF ONTARIO

Competency & Suitability Profile for Board & Committees

No candidate is expected to possess every competency. The Board & Committees benefit from a complementary mix of knowledge, skills and experience.

Knowledge & Professional Experience

FINANCIAL LITERACY
- Knowledge of accounting or financial management, including analyzing and interpreting financial statements, evaluating organizational budgets, and/or understanding finance and generally accepted accounting principles.

GOOD GOVERNANCE PRINCIPLES
- Working knowledge of good governance principles to support fair, transparent and accountable decision-making
- Understands the ethical and legal responsibilities and role of Directors, including upholding confidentiality, managing conflicts of interest, and maintaining boundaries

POLICY DEVELOPMENT
- Contributes to creating clear, effective, and evidence-based Board policies that align with CPBAO's strategic direction and vision statement, in support of its public interest mandate

PROFESSIONAL JUDGMENT & EXPERTISE
- Knowledge of psychology and/or ABA professions, including scopes of practice and standards of practice
- Understands emerging issues, ethical obligations, key trends and developments in the profession(s)

REGULATORY UNDERSTANDING
- Working knowledge of the R*egulated Health Professions Act, 1991* and other relevant legislation, i.e., *Psychology and Behaviour Analysis Act, 2021*
- Understands CPBAO's fiduciary responsibilities and the role of the Board and Committees in accomplishing CPBAO's mandate
- Can distinguish between the role of the regulator and the professional association

RISK MANAGEMENT
- Understands risk-based regulation, prioritizes resources based on public safety risks
- Has experience in identifying and mitigating risks to prevent disruptions, legal issues, and reputational harm

Skills

COLLABORATION AND TEAMWORK
- Works respectfully and effectively within a group
- Contributes to discussions through active listening and effective questioning
- Supports evidence-based decision-making

COMMUNICATION
- Clear communication skills and ability to engage with diverse perspectives
- Demonstrates ability to provide effective oversight of engagement and communications with the public, government and other key stakeholders

CRITICAL THINKING & DATA-INFORMED DECISION-MAKING
- Ability to assess issues, analyze data and make data-informed decisions
- Can discern and propose responses or approaches to issues that differ from those already identified

DIGITAL LITERACY
- Comfortable using technology for College work, such as virtual meeting platforms and document sharing tools

LEADERSHIP & MENTORSHIP
- Demonstrates confidence and good judgment in inspiring, motivating, and offering direction and leadership to others
- Supports the growth and development of others by sharing knowledge and guidance

PUBLIC INTEREST & ETHICAL INTEGRITY
- Upholds the public's right to safe, ethical care, demonstrated by an understanding and appreciation of, and commitment to, the public protection mandate and the time required to execute the role diligently

Personal Attributes

COMMITMENT & PREPAREDNESS
- Has sufficient time to prioritize the work of the Board and Committees, including time to attend and appropriately prepare for all meetings, contributing fully to discussions and making informed decisions

DEMOGRAPHIC ATTRIBUTES

Board and Committees composition should reflect the diversity of Ontario, and of the psychology and the ABA professions in the following areas, including but not limited to:
- Areas of Expertise and Interests
- Educational Background and Routes to Registration including Master's and Doctoral degrees, and internationally trained registrants
- Geographic location, including Northern, remote and urban areas
- Personal demographics and diversity of personal characteristics and experiences
- Place of education, including Ontario, Canadian and internationally educated registrants
- Work Experience, including individuals at various stages of their careers

INCLUSIVENESS / RESPECTFUL OF DIVERSITY
- Respects others regardless of their background, culture, or divergent opinions
- Effectively locates/centers issues considering the individuals and/or concerns involved
- Weighs/discusses competing considerations appropriately and respectfully

SELF-AWARENESS
- Understands personal strengths, areas for development and potential biases
- Practices self-reflection, stays open to feedback, and is committed to continuous growth and improvement