



BOARD & COMMITTEES COMPETENCY AND SUITABILITY PROFILE

Knowledge and Professional Experience	Skills	Personal Attributes
<p style="text-align: center;">Financial Literacy</p> <p>Possesses knowledge of accounting or financial management, including analyzing and interpreting financial statements, evaluating organizational budgets, and/or understanding finance and generally accepted accounting principles.</p>	<p style="text-align: center;">Collaboration and Teamwork</p> <p>Ability to work effectively within a group in a courteous and respectful manner, contribute to discussions through active listening and effective questioning, and support evidence-based decision-making.</p>	<p style="text-align: center;">Commitment and Preparedness</p> <p>Has sufficient time to prioritize the work of the Board and Committees, including having the necessary time to attend and appropriately prepare for all meetings to contribute fully to discussions and make informed decisions.</p>
<p style="text-align: center;">Good Governance Principles</p> <p>Has 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.</p>	<p style="text-align: center;">Communication</p> <p>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.</p>	<p style="text-align: center;">Demographic Attributes</p> <p>Board and Committees, overall, should reflect the diversity of Ontario, and of the psychology and the ABA professions in the following areas, including but not limited to:</p> <ul style="list-style-type: none"> a) Areas of Expertise and Interests; b) Educational Background and Routes to Registration including Masters and Doctoral degrees, and internationally trained registrants; c) Geographic location including Northern, remote and urban areas; d) Personal demographics and diversity of personal characteristics and experiences; e) Place of education including Ontario, Canadian and internationally educated registrants; f) Work Experience including individuals at various stages of their careers.
<p style="text-align: center;">Policy Development</p> <p>Contributes to creating clear, effective, and evidence-based Board policies that align with the College’s strategic direction and vision statement, in support of the College’s public interest mandate.</p>	<p style="text-align: center;">Critical Thinking and Data-Informed Decision Making</p> <p>Ability to assess issues, analyze data and make data-informed decisions. Can discern and propose responses or approaches to issues that are different from those already identified.</p>	
<p style="text-align: center;">Professional Judgment and Expertise</p> <p>Has knowledge of psychology and/or ABA profession including scopes of practice and standards of practice. Understands emerging issues, ethical obligations, key trends and developments in the profession/s.</p>	<p style="text-align: center;">Digital Literacy</p> <p>Be able to work using technology for College work such as virtual meeting platforms and document sharing tools.</p>	
<p style="text-align: center;">Regulatory Understanding</p> <p>Has working knowledge of the <i>Regulated Health Professions Act, 1991</i> and other relevant legislation i.e.: <i>Psychology and Behaviour Analysis Act, 2021</i>; understands the College’s fiduciary responsibilities and the role of the Board and Committees in accomplishing the College’s mandate, can distinguish between the role of the regulator and the professional association.</p>	<p style="text-align: center;">Leadership and Mentorship</p> <p>Demonstrates confidence and good judgment in inspiring, motivating, and offering direction and leadership to others.</p> <p>Supports the growth and development of others by sharing knowledge and guidance.</p>	<p style="text-align: center;">Inclusiveness / Respectful of Diversity</p> <p>Respect others regardless of their background, culture, or divergent opinions; able to effectively locate/center issues considering the individuals and/or concerns involved; able to weigh/discuss competing considerations in a manner that is appropriate and respectful.</p>
<p style="text-align: center;">Risk Management</p> <p>Understands risk-based regulation, prioritizes resources based on public safety risks. Has experience in identifying and mitigating risks prevents disruptions, legal issues, and reputational harm.</p>	<p style="text-align: center;">Public Interest and Ethical Integrity</p> <p>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.</p>	<p style="text-align: center;">Self-awareness</p> <p>Have a clear understanding of personal strengths, areas of development and potential biases, self-reflection, remaining open to feedback, continuous growth, and improvement.</p>