

Child and Family Services Authorities Board Member and Co-Chair Competencies

Board Member Competencies

A. Governing the Business and Affairs of the CFSA

- A1 Understands general principles of governance.
- A2 Demonstrates a working knowledge of the CFSA governance model, responsibilities and accountabilities.
- A3 Understands the business and affairs of the CFSA (including child and youth services, relevant legislation and policies, and directives from the Minister).
- A4 Demonstrates commitment to setting strategic direction for the CFSA and achieving the outcomes in Ministry and CFSA Business Plans.
- A5 Demonstrates a working knowledge of the reporting relationships, responsibilities and accountabilities among the CFSA's, the Board, the CEO, the Minister and the Deputy Minister.
- A6 Demonstrates commitment to participating in board work and in carrying out board responsibilities.
- A7 Is able to apply critical thinking in determining information necessary for decision-making. Is able to make timely and sound decisions based on information available.
- A8 Demonstrates commitment to the Board's ongoing development of its capacity to govern.
- A9 Is able to objectively evaluate performance of the CFSA.

B. Community Engagement/Capacity Development

- B1 Is able to identify key stakeholders in the region.
- B2 Is able to identify trends and needs impacting children, youth and families within the communities served by the CFSA.
- B3 Is able to assist the board in developing formal and informal governance relationships with all stakeholders.
- B4 Demonstrates effective connection to communities served by the CFSA.
- B5 Is an effective advocate within his/her role.

C. Values

- C1 Demonstrates commitment to the delivery of quality services responsive to the needs of children, youth and families served by the CFSA.
- C2 Recognizes the perspectives of, and challenges facing Aboriginal and other people.
- C3 Ensures that the Aboriginal perspective is an on-going priority and is strongly reflected in the work of the board.
- C4 Is open to new and different ideas and approaches.
- C5 Demonstrates commitment to consensus.
- C6 Demonstrates the values of respect, accountability, integrity and excellence.
- C7 Understands and meets expectations respecting personal conflict of interest, code of conduct, eligibility and confidentiality.
- C8 Demonstrates personal accountability for his/her actions.

D. Interpersonal Skills

- D1 Is able to build and maintain an effective working relationship with the Co-Chairs, board members and CEO.
- D2 Is able to work effectively with individuals and diverse groups of people.
- D3 Is able to engage in effective, on-going and culturally sensitive communication.
- D4 Demonstrates conflict resolution and negotiation skills.
- D5 Encourages others to speak and contribute.
- D6 Gives and receives constructive feedback.

E. Strategic Thinking

- E1 Is able to identify significant risks and assess the capacity of the CFSA to manage those risks.
- E2 Is able to identify and analyze strengths, needs, opportunities and expectations of communities that the CFSA serves (including Aboriginal communities), and related gaps in CFSA services.
- E3 Contributes to shaping the vision for the CFSA (including outcome-based strategies).

Co-Chair Competencies

Co-Chairs are expected to demonstrate the board member competencies as well as the Co-Chair specific competencies below.

F. Co-Chairs

- F1 Is able to work effectively within the unique Co-Chair partnership role.
- F2 Is able to develop and maintain a working relationship with the Assembly of Co-Chairs of the Child and Family Services Authorities.
- F3 Is able to effectively manage the work of the board and meet all legislative requirements.
- F4 Is able to provide effective leadership to the board.
- F5 Is able to build and maintain working relationships with the Minister and Deputy Minister.
- F6 Is able to build, maintain and manage the working relationship with the CEO.