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APPENDIX “A” – CORE COMPETENCIES FOR COUNCIL MEMBERS

Effective regulation depends on the professionals involved. On June 18, 2020, Council approved three basic core competencies to be eligible to run for election or be selected to serve on Council, namely:

- 1. Values and Behaviour;**
- 2. Relevant Knowledge; and**
- 3. Skills and Abilities**

Examples are provided under each competency, but it is not a comprehensive list:

1. Values and Behaviour

- understanding and working in a team-based environment;
- understanding and working with and adhering to the RCDSO’s mandate and values;
- working collaboratively and collegially;
- being available;
- understanding and respecting the role of staff;
- the ability to act as an advocate for the RCDSO externally, in supporting our values and decisions;
- the ability to place the interests of the public above oneself in all matters;
- the ability to identify conflicts of interest and perceived conflicts of interest;
- having and demonstrating behaviour which conforms to the highest values of the RCDSO; and
- demonstrating social and cultural awareness and a commitment to diversity and inclusion.

2. Relevant Knowledge

- understanding the role of the regulator and regulation;
- working within the wider context of the regulatory framework;

- knowing, appreciating and working within the RCDSO’s organizational structure;
- understanding, knowing and working within the RCDSO’s strategic objectives and plans;
- working with the legislation relevant to the RCDSO;
- understanding, having a working knowledge of, and appreciate finances and financial implications of decisions;
- the ability to understand, appreciate and adhere to fiduciary duties and maintaining confidentiality when required; and
- having at least a functional and working knowledge of technology.

3. Skills and Abilities

- the ability to assess regulatory risks;
- the ability to gather, analyze, use and share data to appreciate risk assessment and decide accordingly;
- the ability to make appropriate intervention choices;
- the ability to communicate effectively;
- the ability to select proportionate responses to members, government, external stakeholders, the public in the context of the mandate in acting in the public’s interest;
- being a strategic thinker;
- the ability to offer broad views on subject matters;
- the ability to display empathy and respond appropriately and sensitively to the emotions of others; and
- the ability to engage in an inquisitive approach, asking for clarification and explanation.