

Attachment One: REGISTRANT BOARD MEMBERS, COMPETENCIES & CONSIDERATIONS

MERIT BASED SKILLS & ABILITIES

A high-functioning board able to meet its obligations requires a specific set of skills and competencies. No single member is expected to possess every skill; however, as a collective the board should possess all competencies at an intermediate to advanced (or higher) level. **Ideally, every prospective candidate will have some degree of competence and experience in governance.** For prospective board members, a board term can be an opportunity to establish or further develop these competencies and skills.

Governance Acumen: Board members govern, which requires knowledge and experience of governance functions likely gained through previous board experience, and/or senior management experience if they reported into a board. Understands board versus management's respective areas of responsibilities, and the fundamentals of a competent and high functioning board.

Strategic Orientation: Board in partnership with the CEO is accountable for setting strategy for the organization, including development of the strategic plan. Board members need to be able to set strategy and recognize on an ongoing basis how strategy lives within the regulatory body - able to articulate the link between the regulator's business challenges and the overall strategic plan.

Executive Human Resource Management: The CEO is the sole employee of the board; organization success requires a constructive partnership between the CEO and board. The board collectively, and notably the board chair and executive committee members, must possess management skills to oversee a senior level executive, including executive performance monitoring and

management, succession planning, and recruitment.

Financial Acumen: Board members have financial management experience that enables them to review financial statements, audit reports and subsequently monitor overall financial performance of the professional regulator.

Conflict and Dispute Resolution: Conflict is often a part of organizational life, especially when there is a need for change. While board members strive to be highly collegial, they must also be able to address tough issues both within the board and beyond, particularly members of the executive committee of board.

Innovative and Critical Thinking: Board members, in partnership with CEO and staff, work to solve the most challenging business problems facing the regulatory body. This requires the ability for critical reflection, to re-frame a problem in a different way, and a willingness to try radically different ways of solving a problem even if it has never been done before.

Effective Communication: Board members must interact with registered forest professionals and other key stakeholders in

order to both identify and solve the challenges and opportunities of the professional regulator.

Communicating effectively involves being emotionally aware, having good presentation skills, and an ability to listen carefully to different audiences in order to understand their key points and major concerns.

Skills for Specific Challenges: Operational business challenges and opportunities on the horizon, or within the existing strategic plan, can require specialized knowledge or skills of the board. When such needs are identified, and the knowledge and skills do not already exist, they may be targeted in the board renewal process.

PERSONAL CHARACTER, INTEGRITY, AND ATTITUDE

Personal character, integrity, and attitude are critical to inspire confidence in the board and to achieve the mandate and strategic goals of the FPBC. Members of the nomination committee will be looking for evidence of strong character, appreciation of diversity, and an understanding of the significance of Indigenous Peoples connection to BC's forests when considering a board candidate.

Personal Character: Of critical importance is the personal conduct and integrity of the individual, in general and within their professional practice.

Prospective board members should demonstrate professional independence, have integrity, commitment and passion in their work and profession.

During the final assessment stage, the nomination committee will ask the Registrar to review the FPBC records for information relating to the professional conduct and competence of the prospective board member that may support, affect, or comprise their ability to perform and uphold duties and functions as a registrant board member with objectivity and honesty, and to act ethically without seeking improper personal or corporate gain.

Appreciation of Diversity: Board members must appreciate the value of multi-dimensional diversity at the board table and work to ensure a diverse, inclusive, and welcoming profession that reflects the public it serves.

Significance of Forestry for Indigenous Peoples: Board members must have an appreciation of Indigenous Peoples connection to the forests since time immemorial, an understanding of how policy and operational decisions by registrants have impacted and continue to effect Indigenous people and a desire to ensure that Indigenous rights, title, and culture are preserved and enhanced through the practice of professional forestry and work of the FPBC.

OTHER CONSIDERATIONS FOR REGISTRANT BOARD MEMBERS

Category of registered member, geographic area, employer, gender, and career stage all assist to create a diverse and inclusive board and create a connection to the registrant population of the FPBC.

These considerations are guidelines only. The considerations are to be used by the nomination committee to assist with the prioritization and selection of nominees who have been assessed to possess the appropriate merit-based competencies to be a registrant board member required by the board.

Employer Diversity: Representation from the categories of employers who employ forest professionals should be sought.

Gender Diversity: A balanced mix of gender is preferred, but at a minimum proportional to the registration as reported in the most recent FPBC annual report.

Registration Category: Practising RPF and practising RFT registrants are both eligible for election to the FPBC board. Efforts will be made to identify registrants from both categories to be elected to the board.

Geographic Area: Issues, practices, and context can vary in different areas across the province. The nomination committee should seek to have members from the three regions of the province: Coast, Southern Interior, Northern Interior.

Career Stage: Forest professionals from all stages of career are sought early to mid-career, mid to late career and post-working career depending on how engaged and knowledgeable the potential nominee remains with current challenges facing working professionals and the profession. Depth of experience working in professional practice, leadership and/or management is also reflected by the individual's ability to meet key skills and competencies required of board members.