



PART A: Director Profile

Thank you for your interest in becoming a Director of the Dryden Regional Health Centre. Please take the time to complete your profile and return it to us at your earliest convenience.

Name:

Date of Birth:

Address:

Phone Number:

Email:

Occupation:

Employer:

Community Involvement: *(Past and present; please list starting with your most recent experiences, and include start / end dates where applicable)*

PART B: Director Questions

1) The future of Healthcare is one of constant change. How do you feel that as a Director you can be proactive, and a change master?

2) What do you hope to accomplish as a Director of the Dryden Regional Health Centre?

PART C: Competency Matrix

Effective governance depends on the right mixture of skills, experience, personal qualities, and diversity among the members of the DRHC Board of Directors.

The Board's recruitment efforts are focused on filling competency/skill gaps that have been identified through an evaluation of current Board members. Information gathered through this survey will assist in the evaluation of potential candidates and ensure an on-going balance of skills and experience within the Board.

INSTRUCTIONS:

For each of the competency/skills below, give yourself a rating between 1 and 10, with **1 being little or no competence/skill and 10 being expert competence.**

Financial Experience: Experience in accounting and/or financial management. Ability to read and analyze financial statements. Experience in complex financial decision-making, financial planning, capital and operational budgeting, investment decisions and audit and internal controls.

Government (All Levels): Experience in government or extensive knowledge of the political structure and environment, including networks and contacts with key decision makers on the local, provincial, and federal levels.

Executive Leadership: Experience or extensive knowledge related to the role and function of executive and/or leadership positions within complex organizations. Background in strategic and operational planning with a unique appreciation of the differences between governance and management and strategic vs. operational issues.

Technology/IT: Expertise and experience with the planning, development and implementation of medium/large information technology projects. Understanding and familiarity with the application of IT as a key success factor for increasing productivity and improving effectiveness.

Legal Skills: Understanding of the structure and function of the legal system as it applies to the health system and the business of the Corporation. The application of law in business, employment, risk management and medical/legal issues.

Engineering/Capital Construction: Expertise and experience with the planning, development and implementation of medium/large capital building projects. Understanding and familiarity with facilities management and maintenance issues.

Quality: Knowledge and understanding of the concepts of total quality management, quality assurance, and quality improvement. Experience in evaluating progress and performance against quality standards.

Human Resources and Compensation: Understanding and experience with Human Resources issues including but not limited to: collective bargaining, contract administration, health and safety, employee benefit administration, recruitment, education and training and workplace wellness. Experience and knowledge of executive and medical staff compensation/employment contracts.

Health Care: Experience and understanding of the current health care environment. Appreciation and understanding of the roles and responsibilities of health professionals and the complexity of the challenges facing health providers.

Community Relations: Experience and expertise in public relations, communications, advertising and promotion, and developing solid and supportive relationships with the public.

Insurance/Risk Management: Experience with corporate risk management structures including liability, loss control programs, security, property and equipment valuation and asset protection.

Diversity: Knowledge, skill, and /or behaviour that is supportive of differences, inclusiveness, fair and equitable treatment, and opportunity for all. Experience in promoting and advancing change; resulting in the respect of different cultures, abilities, and beliefs.

Culturally Safe Care: Skill, and/or ability to work respectfully, knowledgeably, and effectively with Indigenous peoples to create a culturally safe and inclusive environment including identifying areas of systemic discrimination in policies and processes and an understanding and commitment to the Truth & Reconciliation Commission of Canada: Calls to Action. Experience in being open-minded and flexible in one's attitudes toward people who are different from oneself and showing respect for the differences, promoting and advancing change, inclusiveness, fair and equitable treatment, and experiencing Indigenous people as strong, vital, and important to the functioning of the Dryden Regional Health Centre.

French Language: ability to speak, read, write, and understand the French Language