



Skate Canada Board of Directors - Skill/Competency Requirements

Skate Canada's approach to governance is in alignment with the principles of policy governance. The goal of the Board's governance approach is to foster a governance model that clearly defines Board and management authority and accountability. The Board's direction has been set for the Skate Canada Chief Executive Officer (CEO) through the Board's policies and Governance Charter, with the CEO, as the one employee of the Board, being responsible for implementing this direction. The Skate Canada Board of Directors sets the strategic direction and monitors outcomes against that direction through six (6) standing committees, and in relation to the cross-cutting commitment to equity, diversity, and inclusion.

All Skate Canada's Board members are required to have core skills or competencies in order to support the policy governance model. In addition, as a collective group, there are desired skills or competencies that one or more Board members should have in order to help the Board execute its responsibilities effectively. Board members may also be required to participate in one or more of the six (6) standing committees of the Board. The desired competencies and experience for the Board as a whole are outlined below.

Sport Experience:

- Club Experience
- Section (Provincial) Experience
- National Experience
- International Experience
- Technical Experience

General Competencies & Experience:

- Commitment to Equity, Diversity, and Inclusion in Sport
- Leader/Motivator
- Effective Communicator (Oral, Listening, Written) in Diverse Settings
- Language Profile (official languages English, French; other languages and cultural perspectives are an additional asset)
- Conflict Resolution Skills
- Effective Teamwork and Inter-personal Dynamics
- Critical Thinking and Decision Making

Specialized Competencies & Experience:

Governance

- Board Experience
- Community-based Leadership / Engagement
- Committee Experience
- Understanding of Not-for-profit Organization Business

- Crisis Management Experience
- Member Relations Experience
- Experience in Relations, Outreach and/or Working with/in Indigenous and Other Communities
- Policy Development & Monitoring

Administrative

- Finance and Accounting
- Legal
- Information Management / Information Technology
- Human Resource Management
- Sport and/or Community or Not-for-profit Experience

Marketing

- Brand Development
- Strategic Marketing
- Partnership and Sponsorship Identification and Targeting
- Public Relations
- Media relations
- Media Affairs
- Corporate Communication
- Expertise in Language Surrounding Diversity and Anti-racism

Strategic

- Strategic Planning and Reporting
- Enterprise Risk Assessment
- Anti-racism / Equity, Diversity, and Inclusion Development
- Digital Strategy Development and Execution
- Partnership Development
- Fundraising / Sponsorship Development
- Human Resource and Organizational Development

STANDING COMMITTEES OF THE BOARD: The Skate Canada Board is supported through six (6) standing committees of the Board. They are as follows:

- **Finance and Enterprise Risk Management Committee:** The role of the Finance and Enterprise Risk Management Committee is to assist the Board in providing oversight of finance, audit, accounting, tax, and legal compliance, including the accounting and financial reporting processes of the organization.
- **Membership Policy Committee:** The role of the Membership Policy Committee is to develop and monitor policies that foster the collective needs and aspirations of Skate Canada’s membership, and to encourage diversity and inclusion amongst the organization’s membership.

- **Governance Committee:** The role of the Governance Committee is to establish, monitor and review governance processes to ensure the Board can function independently of management, monitor all matters involving operational governance, and oversee compliance with legal and ethical standards.
- **External Relations Committee:** The role of the External Relations Committee is to develop and foster relationships and partnerships with external stakeholders. This committee is mandated to strategically influence the strategies and policies of select domestic and international sport organizations in order to advance the strategic priorities of the organization.
- **CEO Operational Review Committee:** The role of the CEO Operational Review Committee is to ensure efficient communication between the Board and the CEO. This is essential in order to ensure the direction of the Board (and therefore the membership) is understood and carried out by the CEO. This committee is also responsible for the evaluation and succession planning of the CEO.
- **Recruitment and Development Committee:** The role of the Recruitment and Development Committee is to identify and manage processes for the Board's succession planning, and to assist in the development of skill sets of the Board. This work includes the identification and analysis of skills required of the Board, the recruitment of diverse and qualified potential Board members, and ongoing development and education of Board members.