

Appendix B to Council Policy 2.10 Council Chair Competencies and Attributes Profile and Eligibility Criteria

CRNS Council is responsible and accountable for exercising all the powers and duties granted to a governing council under the *Registered Nurses Act, 1988* to effectively regulate the registered nursing profession in the public interest. The Chair of Council presides over Council meetings, leading and supporting Council in achieving its governance and regulatory responsibilities, and represents Council.

PER CRNS's *Council Chair Charter*, the Council selects its Chair from among its members. This document details the *Chair Competencies and Attributes Profile* against which the qualifications of candidates interested in being considered for election as Chair of Council are reviewed against, as referred to in *the Council Chair Charter*. The document also details the *Eligibility Criteria* interested candidates must meet to be considered eligible for election as Chair.

Chair Competencies and Attributes Profile

Competency/Attribute	Explanation
Meeting Management and Preparation	<ul style="list-style-type: none"> • The Chair is prepared for meetings, including having meeting agendas, minutes, and pre-read information completed. • the Council Chair provides oversight and approval of the agenda for committee meetings, ensuring sufficient time to discuss key issues. • The Chair keeps the meeting on track by adhering to the agenda and facilitating orderly deliberation and decision-making. • The Chair guides the council in carrying out its responsibilities and ensures adherence to proper processes and procedures. • The Chair demonstrates a commitment to providing leadership to the council, including attending meetings and supporting the council's overall function.
Facilitation and Engagement	<ul style="list-style-type: none"> • The Chair facilitates engagement and participation from all council members. • The Chair promotes an inclusive meeting space that provides equitable access and opportunities for diverse perspectives to be heard and respected. • The Chair actively seeks feedback from council members.
Decision-Making and Consensus Building	<ul style="list-style-type: none"> • The Chair allows full and open discussion before major decisions are made.

	<ul style="list-style-type: none"> • The Chair identifies and acknowledges differing opinions and builds consensus. • The Chair effectively resolves conflict in the boardroom. • The Chair demonstrates a willingness to make tough decisions to move forward for the benefit of the organization and council.
Leadership and Mentorship	<ul style="list-style-type: none"> • The Chair demonstrates integrity, ethical leadership, and a commitment to the organization's vision, mission, and values. • The Chair delegates or empowers leadership in council members. • The Chair coaches council members, individually and collectively, to ensure full utilization of their strengths and capabilities. • The Chair can adapt, innovate, and manage change to achieve results.
Strategic Focus	<ul style="list-style-type: none"> • The Chair keeps the council focused on achieving the organization's mandate, vision, mission, values, and strategic direction. • The Chair keeps the council focused on oversight rather than delving into operations. • The Chair ensures that the information provided to council members is sufficient and appropriate to support the council in its oversight responsibilities. • The Chair demonstrates openness to changing their own preferences or ways of working to build collaboration and achieve desirable outcomes aligned with strategic priorities.
Communication and Relationship Building	<ul style="list-style-type: none"> • The Chair is effective in building Council unity, solidarity and trust. • The Chair serves as an effective liaison between the council and management, particularly with the Executive Director. • The Chair establishes and promotes harmonious and effective working relationships within the organization and with stakeholders. • The Chair maintains open lines of communication with council members between meetings. • The Chair ensures that council members are properly informed on matters of substance during and between meetings.

Eligibility Criteria

Criteria	Explanation
Candidates must have served on Council for at least one year to be eligible to serve as chair.	<ul style="list-style-type: none"> • Chairs should have a strong understanding of CRNS (strategy, policies, priorities, etc.) and the regulatory environment. • To help ensure this, a minimum level of service of at least one year is recommended by experienced governance leaders.
Candidates must have previous experience chairing boards, committees of a board, or other work-related committees.	<ul style="list-style-type: none"> • The Government of Saskatchewan delegates legislative authority to CRNS to protect and serve the public interest. This authority comes with a multitude of roles and responsibilities, and it is imperative that Council review and address issues in a timely, efficient and effective manner. • Experience in chairing is required to navigate the complexities that come with CRNS's delegated authority. • Previous experience chairing at least one other committee, board or initiative within an organization of comparable size and complexity is required. • Note: Experience chairing boards and committees of a board (governor capacity) is preferred.
Candidates must have governance experience, education or training.	<ul style="list-style-type: none"> • It is required that candidates have strong understanding of governance roles, responsibilities, and issues. • Previous governance experience, education or training on another board, committee of a board or organization is required.
Candidates must have DEI and anti-racism experience, education or training.	<ul style="list-style-type: none"> • It is required that candidates have strong understanding of DEI and anti-racism. • Previous DEI and anti-racism experience, education or training is required.