



2025 CRNS Registrant Member of Council Expression of Interest Questionnaire

First Name
Last Name
Preferred Pronouns
<input type="checkbox"/> He/Him
<input type="checkbox"/> She/Her
<input type="checkbox"/> They/Them
<input type="checkbox"/> Other
<input type="checkbox"/> Prefer not to answer
CRNS Registration Number
Registration Category
Phone Number
Email Address
Residence Address
Primary Practice Location (City/Town)

Text boxes are limited to 500 words.

1.	Why are you interested in serving on CRNS's Council?
2.	Are you currently serving, or have you ever served on CRNS's Council?
<input type="checkbox"/> Yes <input type="checkbox"/> No	
If you answered yes, please specify:	
3.	Have you ever been removed from serving on a Board or Council?
<input type="checkbox"/> Yes <input type="checkbox"/> No	
If you answered yes, please specify:	
4.	Are you currently serving, or have you ever served on a CRNS Committee?
<input type="checkbox"/> Yes <input type="checkbox"/> No	
If you answered yes, please specify:	

5.	Tell us about any unique experience or skills you have that will contribute to Council's effectiveness or diversity (i.e. governance, communication, financial management, etc.).
6.	Tell us about your education, nursing experience and career goals that will contribute to Council's effectiveness.

Competencies and Attributes

The CRNS Council has adopted a profile of desired competencies and attributes that Council will *possess as a whole*. No individual member of Council will bring all or even most of the following attributes, but each individual will have a number of these competencies and contribute to the collective body.

Please do not be deterred or discouraged from expressing your interest in serving just because you only have a few of these – they may be exactly what Council is looking for!

For each competency, please (1) self-report the level of expertise that you have using the numerical scale below, and (2) share an example or anecdote of a situation where you demonstrated this competency.

Ranking Scale

Ranking	Description
1: None	No experience.
2: Basic	Some familiarity, working knowledge, and some practical experience. Have been exposed to a skill or area but may not have substantial work experience with it. It implies that you recognize the concept but might need further training.
3: Competent	Competency refers to the knowledge, skills, abilities, and behaviors required to perform a particular job or task successfully. You possess broad skills and you can say you are skilled in that area. It suggests competence without necessarily being an expert.
4: Advanced	Refers to a high level of skill or expertise in a particular area. You are proficient in a particular area.
5: Expert	Deeply knowledgeable and well-versed in the area. Mastery of the skill. Considered an expert or an authority in the area.

Skills, Practices and Knowledge

To support strong decision-making in service of the CRNS’s mandate to protect the public, every Council member will bring or be willing to learn the following skills, practices and knowledge:

7.	CRNS Structure/Health Profession Regulation: Knowledge of CRNS’s core mandate and core operations, the decision-making structure of CRNS Council and committees.
<input type="checkbox"/> None <input type="checkbox"/> Basic <input type="checkbox"/> Competent <input type="checkbox"/> Advance <input type="checkbox"/> Expert	
Example of your experience:	
8.	Governance: General understanding of governance, the role played by a governance body, of good governance principles, fiduciary duty and stewardship responsibilities.
<input type="checkbox"/> None <input type="checkbox"/> Basic <input type="checkbox"/> Competent <input type="checkbox"/> Advance <input type="checkbox"/> Expert	
Example of your experience:	

9.	Nursing/Healthcare System: Understands scope of practice within the nursing profession, how RNs and NPs fit into the larger healthcare system, recognizing the complexities and how the CRNS works in this system, the partners in the system and how the CRNS's decisions impact the nursing community.
<input type="checkbox"/> None <input type="checkbox"/> Basic <input type="checkbox"/> Competent <input type="checkbox"/> Advance <input type="checkbox"/> Expert	
Example of your experience:	
10.	Indigenous Context: Understands the social, legislative and political history of Indigenous people; the impact of colonialism in Canada; the enduring traumatic legacy and the effects of widespread Indigenous-specific racism within the healthcare system.
<input type="checkbox"/> None <input type="checkbox"/> Basic <input type="checkbox"/> Competent <input type="checkbox"/> Advance <input type="checkbox"/> Expert	
Example of your experience:	

11.	Human Resources: Experience with human resources management, such as performance management, talent management, succession, professional development, compensation, evaluation and education.
<input type="checkbox"/> None <input type="checkbox"/> Basic <input type="checkbox"/> Competent <input type="checkbox"/> Advance <input type="checkbox"/> Expert	
Example of your experience:	
12.	Collaboration Skills: Strong interpersonal communication skills; ability to clearly articulate a perspective, navigate conflict and engage in respectful, productive and sometimes difficult discussions; ability to engage in work in such a way that reinforces and does not erode a culture of trust.
<input type="checkbox"/> None <input type="checkbox"/> Basic <input type="checkbox"/> Competent <input type="checkbox"/> Advance <input type="checkbox"/> Expert	
Example of your experience:	

13.	Financial Literacy: Reasonable understanding of financial and budgeting information; the confidence to ask questions that safeguard the financial stewardship of the CRNS.
<input type="checkbox"/> None <input type="checkbox"/> Basic <input type="checkbox"/> Competent <input type="checkbox"/> Advance <input type="checkbox"/> Expert	
Example of your experience:	

Professional Experience, Specialized Knowledge and Skills

To support strong decision-making in service of the CRNS’s mandate to protect the public, one or more Council members will have the following professional experience, specialized knowledge and skills:

14.	Regulatory Modernization: Experience with navigating the change associated with regulatory modernization including governance changes, shifting to a single mandate organization and amalgamation.
<input type="checkbox"/> None <input type="checkbox"/> Basic <input type="checkbox"/> Competent <input type="checkbox"/> Advance <input type="checkbox"/> Expert	
Example of your experience:	

15.	Equity, Diversity and Inclusion Leadership: Experience in advancing strategies that promote equitable access, opportunities and in developing practices to correct non-inclusive behaviour.
<input type="checkbox"/> None <input type="checkbox"/> Basic <input type="checkbox"/> Competent <input type="checkbox"/> Advance <input type="checkbox"/> Expert	
Example of your experience:	
16.	Trauma-Sensitive Decision Making: Experience in, understanding of, and sensitivity to the effects of stress or potential stress on individuals involved in a complaint process, and creating safe spaces and trust-building processes.
<input type="checkbox"/> None <input type="checkbox"/> Basic <input type="checkbox"/> Competent <input type="checkbox"/> Advance <input type="checkbox"/> Expert	
Example of your experience:	

17.	Healthcare System Leadership: Experience and understanding in navigating the healthcare system as a leader including how and where decisions are made, the broader context of decisions and system implications.
<input type="checkbox"/> None <input type="checkbox"/> Basic <input type="checkbox"/> Competent <input type="checkbox"/> Advance <input type="checkbox"/> Expert	
Example of your experience:	
18.	Board and Committee Leadership: Experience facilitating board and committee meetings, developing culture and fostering governance effectiveness.
<input type="checkbox"/> None <input type="checkbox"/> Basic <input type="checkbox"/> Competent <input type="checkbox"/> Advance <input type="checkbox"/> Expert	
Example of your experience:	

19.	Governance Expertise: Deep knowledge and experience as a board member; the ability to calmly weigh evidence, think critically, consider options and bring sound judgement to decision making.
<input type="checkbox"/> None <input type="checkbox"/> Basic <input type="checkbox"/> Competent <input type="checkbox"/> Advance <input type="checkbox"/> Expert	
Example of your experience:	
20.	Government/Public Relations: Extensive experience in strategic communications and stakeholder relations; understands how government works and how to impact change within all levels of government.
<input type="checkbox"/> None <input type="checkbox"/> Basic <input type="checkbox"/> Competent <input type="checkbox"/> Advance <input type="checkbox"/> Expert	
Example of your experience:	

21.	Strategic Planning: Demonstrates the ability to think strategically and has experience participating in, or leading, an organization in planning for its future, such as: conducting S.W.O.T. analysis, environmental scans, strategy design, planning, implementation and evaluation.
<input type="checkbox"/> None <input type="checkbox"/> Basic <input type="checkbox"/> Competent <input type="checkbox"/> Advance <input type="checkbox"/> Expert	
Example of your experience:	
22.	Risk Oversight: Understand and oversee the risks that the CRNS faces and set direction (govern) proportional to the risk of harm to the public.
<input type="checkbox"/> None <input type="checkbox"/> Basic <input type="checkbox"/> Competent <input type="checkbox"/> Advance <input type="checkbox"/> Expert	
Example of your experience:	

Diverse Perspectives and Backgrounds

To support strong decision-making in service of the CRNS’s mandate to protect the public, Council believes that it must reflect the diverse experiences and perspectives of registrants and the public it serves and therefore recruits, invites and supports the following diverse perspectives:

23.	<p>Indigenous: Diverse Indigenous perspectives to ensure that deliberations are informed, that decisions include and respect Indigenous perspectives, that biases are identified and questioned, and that the collective work of the CRNS continues to grow in its cultural safety and humility journey, contributing to positive system change.</p>
<p><input type="checkbox"/> None <input type="checkbox"/> Basic <input type="checkbox"/> Competent <input type="checkbox"/> Advance <input type="checkbox"/> Expert</p>	
<p>Example of your experience:</p>	
<p> </p>	
24.	<p>Culture/Socio-economic Background: A variety of cultural, historical and socio-economic backgrounds and experiences that reflect the community that the CRNS serves to deepen understanding of the cultural context of healthcare and to ensure that regulatory tools can be applied without causing unintended barriers or consequences.</p>
<p><input type="checkbox"/> None <input type="checkbox"/> Basic <input type="checkbox"/> Competent <input type="checkbox"/> Advance <input type="checkbox"/> Expert</p>	
<p>Example of your experience:</p>	
<p> </p>	

25.	Registrant Practice: Diverse practice designations, experiences, tenure, backgrounds, specialties and practice environments to foster dialogue that leads to practical and impactful regulatory decisions.
<input type="checkbox"/> None <input type="checkbox"/> Basic <input type="checkbox"/> Competent <input type="checkbox"/> Advance <input type="checkbox"/> Expert	
Example of your experience:	
26.	Age/Gender/Sexual Orientation/Disability: Participation of individuals with lived experience to reflect the diverse needs of the community that the CRNS serves and to help ensure that the perspectives of all people inform committee decision-making.
<input type="checkbox"/> None <input type="checkbox"/> Basic <input type="checkbox"/> Competent <input type="checkbox"/> Advance <input type="checkbox"/> Expert	
Example of your experience:	

Other

27.	How do you see your skills, experiences and interests contributing to CRNS's Strategic Direction? Reference: CRNS Strategic Priorities

28.	Why are you passionate about serving the public interest?

Consent and Understanding

Checking these boxes will act as your confirmation and consent. Select all that apply.
<input type="checkbox"/> I confirm the above information is true and accurate.
<input type="checkbox"/> I confirm that I am registered in good standing with CRNS.
<input type="checkbox"/> I authorize the CRNS or its agent to conduct reference checks in the event I am shortlisted for consideration for recommendation for appointment.

Please attach your completed expression of interest [here](#).