



BOARD PROFILE AND COMPETENCY MATRIX TOOL

Applicants shall have experience with, or be able to demonstrate knowledge or expertise in, one or more of the following areas:

Business/Management Experience

- Sound management and operational business processes and practices in the private or public sector, including:
 - Managing complex projects, leveraging information technology, planning and measuring performance, and allocating resources to achieve outcomes

Legal/Regulatory Experience

- Legal principles, processes, and systems, including:
 - Interpreting and applying legislation, experience with adjudicative or quasi-judicial hearings or tribunals, or an understanding of the legal dimensions of organizational issues.

Human Resources Experience

- Strategic human resource management principles and policies, including:
 - Workforce planning, employee engagement, succession planning, organizational capacity, compensation, and professional development
 - Knowledge or expertise in CEO performance management and evaluation may be a related asset

Accounting/Financial Experience

- Accounting and/or financial management, including:
 - Analyzing and interpreting financial statements, evaluating organizational budgets and understanding financial reporting

Risk Management Experience

- Enterprise risk management, including:
 - Identifying potential risks, recommending and implementing preventive measures, and devising plans to minimize the impact of risks
 - Experience or knowledge of auditing practices, organizational controls, and compliance measures.

IT Experience

- Current and emerging technologies, current risk and regulatory requirements as they would specifically apply to FSESO's strategic, regulatory and operating environment, including information security risk
 - Specific experience in IT hardware/software acquisitions or governance of outsourcing arrangements and their impact on the achievement of business strategy.