

Merit Based Selection Framework*

*It is not necessary for each member of Council to have advanced experience in each area; as part of the election process, a gap analysis is conducted to determine the priority areas for the upcoming year.

Leadership	Strategy	Financial Literacy	<u>Risk Management</u>	<u>Governance</u>	<u>Regulatory Understanding</u>	<u>Human Resources</u>	<u>Professional Applied Biology Experience</u>	<u>Regional</u>	<u>Diversity</u>
Demonstrated confidence and good judgment in directing the efforts of others to achieve desired outcomes, while modeling respect, commitment, integrity and accountability.	Understanding of and experience with an organization's process of defining its strategy, or direction, and making decisions on allocating its resources to pursue this strategy.	Understanding of financial statements, cash flow, budgeting, financial planning and investing that allow an organization to make informed and effective decisions about their financial resources.	Knowledge of enterprise risk management, risk assessment, and risk policies and procedures to enable effective risk management oversight of the organization.	Understanding and knowledge of board governance and the roles and responsibilities of board members, usually demonstrated through previous board experience.	Knowledge of regulations and regulatory organizations, including the purpose of regulation, gained from working with legislation, having experience being a part of a regulator, or working in a heavily regulated industry.	Knowledge and understanding of HR policies related to employees and volunteers, including equity, diversity and inclusion policies, performance management, and succession planning and ensuring sufficient resources to fulfill an organization's responsibilities	Proficiency in the practice of applied biology	Maximization of regional representation where possible	Striving for diversity Examples include: <ul style="list-style-type: none"> • indigenous peoples • minorities • gender