

Committee Profile

Skill & Competency Definitions



Technical Skills	
Financial Literacy	Ability to understand conceptually the financial position of CPSO as presented in its financial statements and generally accepted accounting principles; can read, interpret, and ask questions about financial statements.
French	Demonstrated capacity to comprehend and articulate complex materials (such as medical records) in both spoken and written format. Comfortable to participate on a French Ad-Hoc Panel is an asset.
Governance	Demonstrated experience of governance principles and practices. Ability to apply CPSO Governance Practices and Policies to Committee work.
Health System Knowledge	Understanding of the health care system in Ontario and Canada and the roles and responsibilities of health sector actors, including the different levels of government and other health organizations. A familiarity with historical and current trends in improvements to health services delivery, access to care and health outcomes.
Human Resources	Demonstrated experience in planning human resource strategies.
Knowledge of Anti-racism and Anti-oppression	Awareness of the impacts of racism and oppression on the individual, institutional, and societal levels. Builds awareness to create more just, equitable, and inclusive environments.
Leadership	Demonstrated experience in leadership positions.
Legal and Fiduciary Knowledge	Understanding of one's legal and fiduciary duties and responsibilities including loyalty, good faith, trust, preparedness, participation.
Policy Development	Knowledge and understanding of the purpose of policy at CPSO and engagement in the policy development process. Ability to apply CPSO Policies to Committee work.
Risk Management	General understanding of the concept of risk management. Ability to think critically about operational and governance issues to ensure the effective management of potential opportunities and adverse effects. Ability to apply risk management principles to Committee work.
Technological Proficiency	Ability to use software and digital platforms that CPSO uses to conduct its business.

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Other Skills	<ul style="list-style-type: none">• Ability to lead specialty panels (examples Adult Chronic Pain, Ophthalmology, Endoscopy, Plastic Surgery/Surgical Clinic, Abortion/Fertility)• Ability to lead Committee panels as appropriate• Ability to use decision making tools within Committee guidelines for committee work and to support grounding of decisions.• Ability to understand the importance of ethics in decision making, contemplating ethical components of decisions, including fairness, objective, impartiality and openness.• Ability to take an active part in deliberations and demonstrates sound judgment• Ability to incorporate medical rationale to support decision reasoning• Familiarity with administrative law principles and medical terminology• Knowledge of effects of sexual abuse, trauma-informed care/services, and therapies to address trauma/PTSD• Knowledge of the Canadian Medical Education System• Ability to review peer and practice assessment reports and make decisions regarding members who have been assessed
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Behavioral Competencies	
Continuous learning	Involves taking actions to improve personal capability and includes the ability to quickly understand and apply information, concepts, and strategies. Demonstrates an interest in continuous personal learning.
Creativity	Is generating new solutions, developing creative approaches, and implementing new approaches that lead to improved performance. It requires the ability to anticipate and lead change that contributes to organizational success.
Effective Communication	Is willing and able to see things from another person’s perspective. Demonstrates the ability for accurate insight into other people’s/group’s behaviour and motivation and responds appropriately. It is the ability to accurately listen, understand, and respond effectively with individuals and groups.
Planning & Initiative	Recognizes and acts upon present opportunities or addresses problems. Displays effective use of time management skills. Is able to plan and organize workflow and meetings in an efficient manner to address the opportunity or problem.
Relationship Building	Is working to build or maintain ethical relationships or networks of contacts with people who are important in achieving Board-related goals and the College mission.
Results Oriented	Makes specific changes in own work methods or systems to improve performance beyond agreed standards (i.e., does something faster, at lower cost, more efficiently; improves quality; stakeholder satisfaction; revenues, etc.).
Stakeholder Focused	Desires to help or serve others, meets the organization’s goals and objectives. It means focusing one’s efforts on building relationships and discovering and meeting the stakeholders’ needs. Partnerships between internal colleagues within the College are essential to meet external stakeholders’ needs.
Strategic Thinking	Understands the implications of decisions and strives to improve organizational performance. It requires an awareness of organizational issues, processes, and outcomes as they impact key stakeholders and the organization’s strategic direction.
Teamwork	Demonstrates cooperation within and beyond the Board or the College. Is actively involved and “rolls up sleeves”. Supports group decisions, even when different from one’s own stated point of view. Is a “good team player”, does his/her share of work. Compromises and applies rules flexibly and adapts tactics to situations or to others’ response. Can accept

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	setbacks and change own immediate behavior or approach to suit the situation. Is candid about opinions and raises justified concerns.
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