



## Competency Profile for OPPI Council Members

### Introduction

Serving on the OPPI Council requires individuals with diverse experiences, skills, and perspectives to ensure effective governance and the advancement of OPPI's mission. This competency profile is designed to help potential candidates assess their qualifications and identify areas where they can contribute to Council business.

These competencies have been identified by the OPPI's Governance & Nominating Committee as essential for a well-rounded and effective Council. As part of the applications process, each candidate will be asked to comment on their level of experience and/or knowledge for any of the competencies listed. **It is important to note that candidates are not expected to be advanced or experienced in every area.** The Committee's goal is to ensure that, collectively, the Council encompasses the full spectrum of skills and expertise required to govern effectively.

### Instructions for Candidates

- Review the list of competencies and attributes below.
- Reflect on your own experiences, skills, and knowledge in each area.
- If you choose to apply, think of examples you could share to support your application. During your interview, you may be asked to speak to the responses submitted.

### Competencies and Attributes

#### 1. Senior Leadership Responsibilities

Demonstrated experience in leading departments, organizations, or volunteers including strategic decision-making and accountability for outcomes.

#### 2. Professional Practice Standards

Knowledge of industry standards, codes of ethics, and best practices relevant to the planning profession.

#### 3. Governance, Operations or Management Experience

Familiarity with the governance, operations, or management of organizations, including volunteerism, committee or board service.

#### 4. Diversity, Equity, and Inclusion (DEI), Reconciliation & Social Justice

Commitment to promoting DEI principles within organizations, and experience implementing strategies to enhance inclusivity. Experience engaging with Indigenous peoples and/or nations.

#### 5. Strategic Planning

Ability to contribute to long-term visioning, goal setting, and align organizational priorities with its mission and values.

#### 6. Financial Expertise

Ability to interpret budgets, financial statements, and other financial data, ensuring fiscal responsibility and sustainability.

#### 7. Governance

Familiarity with governance frameworks, fiduciary responsibilities, and the principles of effective board leadership.

#### 8. Government Relations, Political Acumen, and Advocacy

Understanding governmental processes and policies, with experience in advocacy, relationship building, and navigating political environments.

9. **Brand Ambassador**  
Experience in promoting an organization's mission, services, or initiatives through branding, campaigns, or outreach.
10. **Legal and Risk Management**  
Knowledge of legal principles, regulatory compliance, and risk management practices that affect organizational governance and operations.
11. **Communications and Social Media Relations**  
Proficiency in crafting and delivering clear, impactful messages across various communication platforms, including traditional and digital media.
12. **Community and Organization Engagement**  
Ability to build relationships with diverse partners, understand their needs, and foster meaningful collaboration.
13. **Technology and Digital Media**  
Understanding emerging technologies and their applications in improving organizational operations and member engagement.
14. **Conflict Resolution and Mediation**  
Skills in addressing and resolving disputes constructively, fostering positive relationships, and maintaining a collaborative environment.
15. **Project Management**  
Experience in planning, executing, and monitoring projects to achieve defined objectives within scope, time, and budget constraints.

## **Conclusion**

By self-assessing these competencies, candidates can better understand how their unique experiences align with the needs of the OPPI Council. The Governance & Nominating Committee values the contributions of individuals from diverse backgrounds and experiences, and this process ensures that the Council benefits from a broad range of perspectives and expertise. Thank you for considering this important leadership opportunity.