

Board Leadership Competencies

Leadership

- **Strategic Thinker:** *thinks and acts strategically to identify opportunities and risks to current and future strategies and organizational initiatives*
- **Resources Oversight:** *Aligns strategic objectives and resources with organizational needs.*
- **Risk Management:** *Provides appropriate oversight to ensure organizational risks are minimized. Example risks include financial, performance, and reputation.*
- **Collaboration and Influence:** *Drives productive and collaborative Board discussions that allow for disagreement and move toward Board alignment*

Operational Capability: Key Expertise and Experience (each Board member should bring at least ONE of the following):

- **Technical Excellence:** *Shares expertise to expand Board's understanding and guides decision making in specific areas. Examples may include real estate, investment, property management, insurance, legal financial literacy/acumen.*
- **External Stakeholder Relations:** *Provides knowledge of processes and develops government and other connections useful to the BC SPCA's mission.*
- **Philanthropy:** *Donates, supports and or connects BC SPCA to other potential donors in service of the missions*
- **Financial Oversight:** *Guides Board decision making in allocation of resources using specific and accredited expertise.*

Interpersonal

- **Alignment:** *Communicates Board agreements and influences regional and community councils to support Board decisions.*
- **Perspective:** *Shares community and demographic perspectives during Board meetings.*
- **Inspirational:** *Brings the organization together to achieve the mission/vision. Motivates the organization and external stakeholders to see the vision and move toward it.*
- **BC SPCA Ambassador:** *Represents BC SPCA initiatives through political, business, nonprofit and academic connections within the agreed BC SPCA's policy guidelines.*

Personal

- **Animal Welfare:** *Demonstrates a passion for improving the welfare of animals*
- **Adaptability:** *Maintains effectiveness when experiencing major changes; adjusts own behavior in light of changing conditions.*
- **Self-Insight:** *Demonstrates an awareness of own strengths and development needs as well as impact of own behavior on others; reflects on and gains insights from mistakes*

Backgrounds and Expertise

To ensure a strong and effective Board that can fulfill its mandate, the following core competencies will ideally be represented on the Board, with each director contributing knowledge, experience and skills in at least one of the following areas:

- A. Accounting, Finance and Risk Management (Designation)
- B. Development/Fundraising/Capital Campaign
- C. Facility Asset Development & Management/Real Estate Development
- D. Law (Legal Qualification)
- E. Internal / Public Relations / Communications / Marketing
- F. Non-profit Management / Governance
- G. Strategic Planning
- H. Corporate Financial Literacy
- I. Human Resources/ Leadership
- J. Executive Leadership / Entrepreneurship
- K. Project Management
- L. SW Development
- M. Investment Planning / Management