



1. Applicant Contact Information

Surname:	_____	First Name:	_____
Residential Address:	_____	City:	_____
Province:	_____	Postal Code:	_____
Residential Telephone Number:	_____	Business Telephone Number:	_____
E-Mail Address	_____		

Preferred Method of Contact:

Home Phone Business Phone E-Mail

2. Eligibility Criteria

- a) Must at least 18 years of age.
- b) Must not have the status of bankrupt.
- c) Must have their principal residence or carry on business within Leeds Grenville.
- d) Must not be a current or former employee or member of the professional staff.
- e) Must not be an immediate family member of an employee or member of professional staff.

3. Conditions of Appointment

- a) Provide a satisfactory police check
- b) Must sign a declaration confirming their agreement to adhere to the fiduciary duties and Board and Hospital Policies.
- c) Must be willing to commit the time required to perform board and committee duties.
- d) Must fulfill the requirements and responsibilities of the position. For example, preparing for and attending Board and Committee meetings, upholding their fiduciary obligation to the Hospital, and working cooperatively and respectfully with other Board Members. Governors must comply with the *Public Hospitals Act* and other legislation governing the Hospital, the Hospital's By-Laws and Policies, and all other applicable rules.

5. Skills Knowledge, Skills and Experience

- a) Please submit a resume with your application form.
- b) Please complete the attached skills questionnaire.

Skills Questionnaire

Please indicate your areas of knowledge, skills and experience by checking off the relevant boxes in the table below. It is not expected that you possess knowledge, skills or experience in all the areas set out in the table. The table assists the Board in maintaining an appropriate mix of skills at the Board and Board Committee levels. The skills competency descriptions are attached.

- 1- Layperson’s Knowledge: basic knowledge gained through day-to-day activities
- 2 - Strong Working Knowledge: has some related managerial or board experience in this area
- 3 - Expert: considerable depth and breadth of experience

Board & Governance 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/>	
<input type="checkbox"/> Hospital Governance Experience	Services-Based Social Program Administration or Policy 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/>
Organizational Strategy 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/>	Human Resource Management 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/>
Risk Management 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/>	Facility Planning/Engineering 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/>
Legal Expertise 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/>	Information Management & IT 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/>
Financial Expertise 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/>	Public Policy, Government Relations & Advocacy 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/>
Healthcare Administration or Health Policy 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/>	Managing / Leading Growth 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/>
Clinical 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/>	Leading Change 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/>

5. Declaration

By submitting this application, I declare the following:

- a) I meet the eligibility criteria and accept the conditions of appointment set out above; and
- b) I certify that the information provided in this application and my attached resume is true.

Signature: _____ Date: _____

Rating Scale

Expert: considerable depth and breadth of experience

Strong Working Knowledge: has some related managerial or board experience in this area

Layperson's Knowledge: basic knowledge gained through day-to-day activities

Skills

Board Governance: demonstrated experience with a mature corporation, which has assumed a policy governance model. Ability to make a distinction between the roles of governance and management, the basis of decision-making authority of the board and the reasons for delegating authority to board committees. Understanding of appropriate mechanisms for monitoring and exercising oversight within a policy governance model. Experience with the fiduciary, strategic and generative modes of governance.

Hospital Governance: experience with a hospital board. Demonstrated understanding of the unique compliance and legislative requirements of a hospital board. Demonstrated understanding of the hospital funding model.

Organizational Strategy: Ability to think strategically and to assess strategic opportunities and threats in the context of the Hospital's mission; experience with strategic plan development and oversight.

Risk Management: demonstrated experience in enterprise risk management, including risk assessment, risk mitigation and implementation of risk management strategies across all aspects of operations (i.e., financial, reputational, legal, regulatory, etc.)

Legal Expertise: Trained and practicing as a lawyer, or extensive experience working with legal teams in/for large Canadian organizations.

Financial Expertise: experience as a CPA, CFO or CEO in financial accounting and reporting and not-for-profit finance; able to make recommendations to management.

Health Care Administration or Health Policy: demonstrated experience in a leadership position within health care administration or in developing policy, with particular understanding of the application of ethics in one or both cases.

Clinical: experience as a regulated health services provider. Ability to assess clinical trends, identify system issues and implement (recommend) quality improvement strategies.

Services-Based Social Program Administration or Policy: demonstrated experience in a leadership position within provincial services-based social programs or in developing policy, with particular understanding in serving those directly affected by disenfranchisement and other complex social problems.

Human Resource Management: experience in performance management and the oversight of sustained succession planning and talent development and retention programs including executive compensation, particularly in a unionized environment.

Facility Planning / Engineering: experience in overseeing or participating in large-scale infrastructure planning or capital projects; understanding of need for strategic investments in facilities in order to minimize risks.

Information Management & IT: experience in managing or participating in large-scale enterprise information technology implementations; able to identify best practices in technology projects and make strategic recommendations to management.

Public Policy, Advocacy and Government Relations: experience in, or a thorough understanding of, the workings of government and the development of public policy in Ontario.

Managing / Leading Growth: experience with, or exposure to, driving strategic directions and leading growth of multiple cost/profit centres.

Leading Change: experience in leading or managing large-scale collaborative change processes; knowledge of change management processes and tools encompassing options such as shared services, regional service hubs, mergers and amalgamations and other structural organizational changes.