

Codiac Regional Policing Authority

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Category: Authority Affairs
Subject: CRP Authority Competency/Skills Matrix
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Introduction

This template for a CRP Authority Competency/Skills Matrix is designed to complement CRPA Policy G-1101 – CRP Authority Nominations Process.

Purpose of Competency/Skills Matrix

In an effort to ensure the CRP Authority collectively possesses the necessary skills, experience, attributes and representational factors, the CRP Authority has adopted a Competency/Skills Matrix to guide the nominations process

Prior to vacancies coming up on the CRP Authority, the Authority will assess its collective skills and compare them to the Competency/Skills Matrix to identify gaps. The CRP Authority will then communicate to the appointing bodies the competencies needed to round out the Authority.

Competencies

Ideally, the collective CRP Authority should have the following experience/backgrounds represented on the Authority:

- Business management and strategic planning
- Risk management
- Accounting/auditing
- Human resources/labour relations
- Legal
- Governance and policy-making
- Communications
- Information technology
- Education
- Knowledge of government
- Knowledge of public safety or law enforcement issues
- Served on other boards or governance bodies
- Community outreach/leadership
- Diversity – including gender, linguistic community and ethnicity

The position description for CRP Authority Members (Policy G-1110) also describes the skills and personal attributes required of all CRP Authority Members.