

Green Line Board Member Desired Skills Criteria – DRAFT

Notes: Category 1 = Character and Collaboration

Category 2 = Competency

Category 3 = Commitment

PROFESSIONAL EXPERIENCE	
CATEGORY	CRITERIA
Diversity	We value diversity of expertise, talent and opinion which creates an innovative and collaborative environment. We are committed to a respectful and inclusive workplace and welcome applications from all qualified individuals.
Executive Leadership	Experience as a President, Chief Executive Officer or senior leader of a business or public-sector organization.
General Business Experience	Experience in conducting business in Canada. Understanding of business norms and laws.
Finance and Audit	Examples of experience or expertise would include: <ul style="list-style-type: none"> ▪ executive officer responsible for financial reporting and cost management in a business or non-profit organization (e.g. CFO, Comptroller or Treasurer); ▪ Professional designation in finance or accounting (e.g. Chartered Professional Accountant or Chartered Financial Analyst).
Human Resources	Experience or expertise in a leadership role or providing professional advice with respect to human resources management.
Urban Design	Experience with integrating large infrastructure, preferably rail transit, into the urban realm of a city. An understanding of the needs and desires of citizens and transit customers and the required quality of experience of a transit customer.
Engagement & Consultation with Public Stakeholders	Experience with engagement and consultation practices.
Change Management	Experience leading or participating in significant organizational change.
Mega or Large Project Experience	Experience with planning, delivery and oversight of large or mega capital projects, either as an executive, consultant or board member.
Governance	Significant experience and expertise (e.g., more than three years) serving on a board of directors for a complex organization.
Risk Management	Experience and expertise in a leadership role or as a consultant with respect to understanding of and management of risk.
Legal	A solid understanding of corporate, contract, public sector procurement and/or regulatory law.
Complex Transactional Expertise	Experience with management of complex commercial transactions.

DESIRED PERSONAL TRAITS		
	CATEGORY	CRITERIA
1	Alignment with Program Culture Values	An unwavering commitment to Program Performance - safety, quality, highest levels of integrity and ethical behavior, accountable for schedule and budget performance measures.
1	Mature Leadership	Experience-driven perspective and emotionally self-aware.
1	Strategic Thinker	Generates and applies unique business insights to challenges and opportunities. An ability to challenge conventional thinking; while respecting and not undermining public sector achievements and values.
1	Good Communicator and Influencer	Expresses thoughts and ideas clearly and with respect for the views of others and listens actively. Has credibility with program leadership and management, other directors and the shareholder.
1	Independent Mind	Unfettered from speaking their mind honestly on all issues.
1	Emotional Intelligence	Be aware of, control and express emotions, and handle interpersonal relationships judiciously and empathetically.
2	Acumen	Track record of wise judgment and history of achievements that reflect high standards for themselves and others, including a business philosophy consistent with transparent and accountable decision making.
2	Open Minded	Ability to listen and be open to changing way of thinking.
2	Good Collaborator	Ability to negotiate with fairness, respect and integrity.
2	Team Player	Committed to the role of the board as a whole, will work to resolve issues, treats others respectfully and supportively, flexible in arriving at solutions.
3	Appreciation of both Public and Private-Sector needs and values	Will respect Council and administration and commit to the long-term vision and objectives for the Program and the required level of risk tolerance.
3	Passion	Ability to understand and communicate passion for the Program.
3	Available	Not overloaded with other responsibilities.
3	Duty	Strong understanding of need for commitment to the long-term objectives of the Program and a duty to act in the interests of the citizens of Calgary. Commits to individual responsibility as a member and the collective accountability of the Board.