

**MINISTER’S ADVISORY COUNCIL ON ABORIGINAL WOMEN  
- CORE COMPETENCIES -**

POSITION: Member – Youth Representative

CORE COMPETENCIES:

The Youth Representative has the following competencies of a Member:

- Stewardship
- Creates impact
- Teamwork
- Integrity

Plus the following:

- Passionate about youth success
- Build relationships

<b>STEWARDSHIP</b>
Stewardship means contributing unique youth insight to steer and articulate the Council’s strategic plans, goals and objectives.
Stewardship is demonstrated by: <ul style="list-style-type: none"><li>• Steering the Council towards its vision by developing goals and strategies that solve problems, create change, seize opportunities and include Aboriginal youth perspectives</li><li>• Offering a unique youth perspective, skill set and expertise to Council plans and initiatives</li><li>• Assessing the Council’s plans and performance to ensure for excellence and the inclusion of Aboriginal youth perspectives</li><li>• Evaluating a full range of options before making decisions</li><li>• Considering the “bigger picture,” including impacts to Aboriginal youth, when making decisions</li><li>• Analyzing setbacks and seeking feedback to learn from mistakes</li></ul>

## **CREATES IMPACT**

Creating impact is the ability to encourage or influence others to adopt a specific course of action that may impact plans, priorities, tasks, processes and people. It includes the use of effective techniques and facilitation skills to achieve desired results, and is accomplished by leading others with a positive attitude, energy and resilience.

Creating impact is demonstrated by:

- Presenting views and communicating ideas that are clear and well-reasoned
- Collaborating with other Council members to make consensus decisions and adopt a sound course of action
- Influencing the Council's direction by providing a youth perspective or approach
- Assessing proposed actions with a thoughtful and strategic approach
- Respectfully probing Council members on their views, while remaining open to suggestions that achieve consensual solutions
- Knowing:
  - when to insist on seeking further information or advice
  - how to constructively, effectively and respectfully debate an issue
  - when to compromise
  - how to resolve differences

## **TEAMWORK**

Teamwork is the desire and ability to develop and maintain cooperative, collaborative and productive working relationships. Individuals contribute to the Council as a team by encouraging one another to actively share their unique perspectives, knowledge, expertise, best practices and advice.

Teamwork is demonstrated by:

- Working constructively with other Council members to foster collegiality
- Leading positive, productive and respectful discussions
- Collaborating with others to solve problems and reach decision
- Demonstrating respect for other Council members' interests, opinions and concerns
- Dealing tactfully with disagreements, and using the situation as an opportunity to build understanding
- Maintaining a positive attitude and focusing on goals and outcomes
- Building rapport and strong relationships with other Council members, the Secretariat, MARR staff and community partners
- Supporting final decisions made by the Council

## **INTEGRITY**

Integrity is the ability and desire to hold oneself and others accountable for acting in public and private ways that are consistent with high ethical values, principles and professional standards. It includes acting to fulfill public service values such as transparency, efficiency, honesty, financial responsibility and accountability.

Integrity is demonstrated by:

- Acting in the best interests of the Council and the public
- Upholding fiduciary duties and due diligence
- Leading action based on ethical values, even when cost or risk is associated
- Protecting confidential and sensitive information pertaining to the Council
- Supporting, respecting and promoting the principles of equity, diversity and regional representation when developing a course of action
- Setting and following policies to ensure the Council uses public funds with integrity and honesty
- Following the Council's code of conduct and conflict of interest policies
- Disclosing personal conflict of interest situations, and in such cases refraining from discussions and decision-making

## **PASSIONATE ABOUT YOUTH SUCCESS**

Being passionate about youth success means constantly seeking to assist, support, advocate for and include youth and their perspectives. It includes maintaining an encouraging and optimistic attitude when engaging with Aboriginal youth and organizations.

Being passionate about youth success is demonstrated by:

- Encouraging Aboriginal youth to set goals and reach for their dreams
- Striving to include youth and their perspectives at every opportunity
- Remaining abreast of, and advocating for, youth issues or concerns
- Connecting Aboriginal youth and youth organizations to larger networks, or in strategic areas, to create impact

## **BUILDS RELATIONSHIPS**

Building relationships is achieved by working cooperatively with all partners, networks and individuals to solve problems, achieve mutual goals and promote collaboration. It includes leveraging existing relationships, networks and contacts to build stronger, more effective relationships with existing partners, and to develop new partnerships and opportunities for Aboriginal youth.

Building relationships is demonstrated by:

- Internally:
  - Respectfully advocating for the inclusion of youth perspectives
  - Building team dynamics that encourage collegiality, trust and shared understanding
  - Tactfully dealing with disagreements, and using these situations to build increased understanding
  - Working to ensure a shared understanding of ongoing plans and initiatives
- Externally:
  - Building respectful relationships with Aboriginal youth and youth organizations
  - Working collaboratively with the Minister of Aboriginal Relations and Reconciliation, and other provincial ministers, to provide and obtain information that reflects a youth perspective
  - Maintaining a network of partners, groups and contacts to enhance and build relationships, and gather information
  - Respectfully engaging partners and appropriately liaising with them to seek input or support