

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

POSITION: Member

CORE COMPETENCIES:

- Stewardship
- Creates impact
- Teamwork
- Integrity
- Professional awareness
- Agency governance

**STEWARDSHIP**

Stewardship means contributing unique insight to steer and articulate the Council’s strategic plans, goals and objectives.

Stewardship is demonstrated by:

- Steering the Council towards its vision by developing goals and strategies that solve problems, create change or seize opportunities
- Offering a unique perspective, skill set and expertise to Council plans and initiatives
- Assessing the Council’s plans and performance to ensure for excellence
- Evaluating a full range of options before making decisions
- Considering the “bigger picture” when assessing long-term impacts and before making decisions
- Analyzing setbacks and seeking feedback to learn from mistakes

**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 unique perspective or expertise
- 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, MIRR 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

## **PROFESSIONAL AWARENESS**

Professional awareness is the knowledge of laws, practices, processes, professional skills, partners and culture specific to the Council's environment.

Professional awareness is demonstrated by:

- A thorough knowledge of the Council's business and professional environment
- Comprehending standard financial and operational practices
- Understanding what is required to achieve excellence and leveraging this knowledge to advance the Council's accomplishments and reputation
- Staying informed of trends and developments that may impact the Council and creating effective strategies as required
- Participating in professional learning and development opportunities

## **AGENCY GOVERNANCE**

Agency governance means possessing knowledge and skills to effectively govern the affairs of the Council, in alignment with its legal framework and mandate.

Agency governance is demonstrated by:

- Contributing to the development of the Council's strategic plan, goals and annual report
- Keeping a steady focus on the Council's strategic plan, and carrying out the Council's activities in accordance with its mandate, governing statutes and approved work plans
- Complying with requirements set out in relevant legislation or government processes
- Revising goals and plans to reflect changing priorities and conditions
- Committing to sound governance and financial practices