

Amnesty International Canadian Section (English Speaking) Competency Framework Survey for Candidates to the Board

This self-assessment survey tool has been developed by the Nominations Committee to help in the process of identifying individuals with the relevant skills, experience and behaviours to serve as elected Board members of Amnesty International Canada.

The tool will be used to assess the competencies of both the existing Board and all candidates for election. The competencies reflect behaviors, skills and knowledge required for effective functioning at Board level. Some of the competencies are very specific to Amnesty International itself, while others are typical for Board level functioning in any large organization. It is not expected that every individual Board member or nominee should be able to demonstrate a high proficiency in every area, but rather that the 10-member Board as a whole embodies the knowledge, experience and skills listed.

In practice you may have developed competence in a number of different ways, e.g. formal academic or professional training and qualifications; on the job experience in either paid or voluntary roles; or through self-development. For this reason, we ask that if you click on the higher end of a competency (i.e. you click on the 3rd or 4th option), you elaborate on your experience. Please note that for the 2018 Board, we are particularly looking for candidates with the following priority competencies: Finance and accounts management, Human Rights, Working with Youth, Gender Mainstreaming and Diversity and Equity.

Please complete the survey below:

Full Name: *

Lana Verran

Running for the position of: *

- President
- Vice-President
- Treasurer
- Director

1. Priority Competency: Human Rights *

- I have a basic awareness and understanding of Canadian and international human rights issues and Amnesty International's mission.
- I have a reasonable awareness and understanding of Canadian and international human rights issues and Amnesty International's mission.
- I have solid awareness and understanding of Canadian and international human rights issues and Amnesty International's mission.
- I have an excellent awareness and understanding of Canadian and international human rights issues and Amnesty International's mission.

If you have checked off one of the last two options, please elaborate on your experience:

I have a combined seven years of experience on the Board, attended two International Council Meetings (our movements highest decision making body), and participated in the adoption of our current International Strategic Goals in 2015. I have represented our section at two Chairs Assembly/Directors Forums, where I was involved in discussions on international human rights issues that are ultimately brought forward to International Council Meetings. In 2017 I was selected by our International Board to represent Section Boards, in the process of interviewing our incoming International Secretary. These combined experiences along with strong cross-sectional sharing, have all contributed to an understanding of the goals, regional challenges and organizational issues that impact and support our mission both nationally and internationally.

2. Fundraising *

- I have limited personal exposure to voluntary or private fundraising schemes.
- I have moderate professional fundraising experience.
- I have participated in fund-raising activities at the professional and leadership level, as indicated below.
- I have advanced marketing and fundraising experience in a complex organization as demonstrated below.

If you have checked off one of the last two options, please elaborate on your experience:

In addition to a role as Development Officer, Sponsorship with a NFP in BC and Fundraising course study, I have more than 25 years of experience in sales and marketing.

3. Information Technology *

- I have little knowledge of IT beyond my use of computers for basic needs such as email, word processing, etc.
- I have experience with a variety of software and platforms as a user.
- In addition to strong computer skills, I have been involved in the design or implementation of IT systems from the user or customer point of view, as detailed below.
- I am an IT professional with substantial experience designing and implementing complex systems in the not-for-profit sector or elsewhere, as indicated below.

If you have checked off one of the last two options, please elaborate on your experience:

4. Priority Competency: Gender Mainstreaming *

- I have a limited understanding of the concepts of gender equality and gender discrimination and how they relate to Amnesty International.
- I have a moderate understanding of the concepts of gender equality and gender discrimination and how they relate to Amnesty International.
- I have an above average understanding of the concepts of gender equality and gender discrimination and how they relate to Amnesty International.
- I have a proven track record of leadership in advancing gender equality and gender discrimination, and understanding how they relate to Amnesty International.

If you have checked off one of the last two options, please elaborate on your experience:

5. Priority Competency: Working with Youth *

- I have a limited understanding of how to implement youth-inclusive policies and practices, my level of engagement with youth is minimal, and I am unfamiliar with Amnesty International's priorities for working with youth.
- I have a moderate understanding of how to implement youth-inclusive policies and practices, my level of engagement with youth is moderate, and I am somewhat familiar with Amnesty International's priorities for working with youth.
- I have an above average understanding of how to implement youth-inclusive policies and practices, my level of engagement with youth is strong, and I am familiar with Amnesty International's priorities for working with youth.
- I have a proven track record of leadership in advancing youth-inclusive policies and practices, my level of engagement with youth is very high, and I am familiar with Amnesty International's priorities for working with youth.

If you have checked off one of the last two options, please elaborate on your experience:

My experience in this arena is directly linked to my work with AICSES. I am familiar with both the 2017-2020 International Youth Strategy and the AICSES National Youth Strategy. In addition to my involvement with the Human Rights College at each large AGM and my past and current involvement with youth members on the Board of AICSES, I am aware of many of the gains, challenges and work still to be done in the area of youth engagement within our section.

6. Priority Competency: Diversity and Equity *

- I have a limited understanding of the concepts of diversity and equity and how they relate to Amnesty International.
- I have a moderate understanding of the concepts of diversity and equity and how they relate to Amnesty International.
- I have an above average understanding of the concepts of diversity and equity and how they relate to Amnesty International.
- I have a proven track record of leadership in advancing diversity and equity, and understanding how they relate to Amnesty International.

If you have checked off one of the last two options, please elaborate on your experience:

Through my years with Amnesty and numerous roles in the private sector I have built effective teams through a focus on diversity and have contributed to diversity studies as well as employment equity workshops. At AICSES we view national and international groups through this same lens and strive for diversity in all aspects. In my years on the Board we have challenged senior management to review current practices in hiring to ensure we are benefiting from increased diversity and inclusiveness in all our work.

7. Human Resources and Organizational Development *

- I have limited understanding HROD policies and practices, how they are created, implemented and monitored.
- I have a partial understanding HROD policies and practices, how they are created, implemented and monitored.
- I have a solid understanding of and limited experience with HROD policies and practices, how they are created, implemented and monitored.
- I have a deep understanding of and extensive experience with HROD policies and practices, how they are created, implemented and monitored.

If you have checked off one of the last two options, please elaborate on your experience:

In addition to my education in Human Resource Management, I have been involved with organizational development, organizational change and employee performance and development for over 20 years. In my time on the Board of AICSES, I have also been intimately involved with our Management & Staff Comprehensive Agreement.

8. Governance Experience *

- I have no or little experience serving on the Board of a national, regional or local organization, or leadership role on a comparable organization, including student councils, high school/local/university Amnesty groups).
- I have 1 to 3 years of governance experience as a Board member of a national, regional or local organization, or leadership role with a comparable organization, including student councils, high school/local/university Amnesty groups).
- I have 3 to 5 years of governance experience as a Board member of national, regional or local organization, or leadership role on with a comparable organization, including student councils, high school/local/university Amnesty groups, as indicated below.
- I have more than 5 years experience and leadership in directing a national, regional or local organization, or comparable organization, including student councils, high school/local/university Amnesty groups, as indicated below.

If you have checked off one of the last two options, please elaborate on your experience:

I have a combined seven years of experience on the Board of AI Canada (English), 2 years as Board President and have participated in BC Regional Meetings along with having attended eight AI Canada (English) Annual General Meetings. I also advise our Strata Council.

9. Legal Knowledge *

- I have some limited and basic knowledge of Canadian laws governing charities and not-for-profits.
- I have a reasonable knowledge of Canadian laws governing charities and not-for-profits.
- I am a lawyer with some knowledge of and experience with Canadian laws governing charities and not-for-profits.
- I am a lawyer with a high degree of knowledge of and experience knowledge of Canadian laws governing charities and not-for-profits.

If you have checked off one of the last two options, please elaborate on your experience:

10. Priority Competency: Finance *

- I have limited knowledge of financial and management accounting, including budgeting, planning, risk assessments and financial controls.
- I have a some knowledge of and experience with financial and management accounting, including budgeting, planning, risk assessments and financial controls.
- I am a fully qualified accountant with some experience with financial and management accounting, including planning, budgeting, controls, processes and risk management.
- I am a fully qualified accountant with extensive experience financial and management accounting including budgeting, planning, risk assessments and financial controls.

If you have checked off one of the last two options, please elaborate on your experience:

11. Communications *

- I have limited knowledge of strategies for communicating with members, the human rights community in Canada, diverse audiences, and the general public, including through social media.
- I have some knowledge of strategies for communicating with members, the human rights community in Canada, diverse audiences, and the general public, including through social media.
- I have above-average knowledge of and experience with strategies for communicating with members, the human rights community in Canada, diverse audiences, and the general public, including through social media.
- I am a communications professional with deep knowledge of and extensive experience with strategies for communicating with members, the human rights community in Canada, diverse audiences, and the general public, including through social media.

If you have checked off one of the last two options, please elaborate on your experience:

12. Institutional Knowledge of Amnesty International Canadian Section (English Speaking)

Check all that apply

- I have a good understanding of AI Canada's priorities for the period 2016-2020.
- I have attended one or more Annual General Meetings (AGMs) and have a good understanding of decisions made at recent AGMs.
- I have held a leadership position within my local Amnesty group/network and have been actively engaged in conversations related to national and international governance issues with my group.
- I have served on one or more national-level committees within AI Canada (e.g. Nominations Committee, Fieldworker Coordinating Council, Coordinators Council, ICM Delegation, AICES Board etc.).

If you have checked off one of the last two options, please elaborate on your experience:

I have served as a Board member of AISCES for 7 years. I was the elected member delegate of our 2015 ICM. In my tenure as Board President I have attended three additional International meetings.

13. French and/or Spanish language skills *

- I have a rudimentary knowledge of French and/or Spanish. I learned French in school but have not had much reason to use it since.
- I am able to converse comfortably in French and/or Spanish.
- I can communicate fluently in French and/or Spanish, both verbally and in informal writing
- I am confident in my ability to make presentations in French and/or Spanish as well as read professional documents in French

If you have checked off one of the last two options, please elaborate on your experience:

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