

Responses cannot be edited

# 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 behaviours, 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 organisation. 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 2019 Board, we are particularly looking for candidates with the following priority competencies: tbd.

Please complete the survey below:

\* Required

**Full Name: \***

Mohamed Huque

**Running for the position of: \***

- Director
- Chair
- Treasurer

**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 served in senior management roles at two previous organizations that dealt with Indigenous reconciliation and refugee settlement, so I am familiar with those specific issue areas. I also previously served on the board of a national human rights organization (John Humphrey Centre for Peace and Human Rights) and public affairs organization (Couchiching Institute on Public Affairs). In university, I participated in my campus chapter of Amnesty International.

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## 2. Priority Competency: Finance \*

- I have limited knowledge of financial and management accounting, including budgeting, planning, risk assessments and financial controls. I have limited personal exposure to voluntary or private fundraising schemes. I have limited personal exposure to voluntary or private fundraising schemes.
- 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:

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## 3. Priority Competency: 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:

As a former nonprofit executive and current philanthropy consultant, I bring deep sector knowledge in fundraising strategies from grant writing, corporate sponsorship, and soliciting donations from high net worth individuals. In the past, I helped secure the largest single private donation for a local social service agency (\$50K), raised \$140K for a national research study, and spearheaded a \$7.3M capital campaign for the development of an affordable housing project.

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#### 4. 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:

I currently chair the Equity Committee on the board of the Inspirit Foundation, where I am leading our organization's efforts to develop a comprehensive equity strategy, that stretches across all our programs and operations. I am also a 2019 PLACES Fellow, a year-long leadership development program for professionals in philanthropy to focus on race, equity, and inclusion in their work.

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## 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:

While serving as the executive director of an Edmonton-based social service agency, our organization operated an award-winning youth program and drop-in centre designed as a safe space for the city's marginalized youth (ages 16-24) to foster meaningful connections, personal growth, and service to the community.

I also sit on the board of the Inspirit Foundation, a national grantmaking organization that primarily funds youth-led groups, and supports young change leaders across the country.

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## 6. Priority Competency: 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:

Through my professional and volunteer work with nonprofits over the past decade, I have led 4 organizations through the strategic planning process and developed HROD policies and practices for 2 organizations in particular. Presently as a philanthropy consultant, my projects often include advising large and small foundations around the world on their strategic direction and operational plans.

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## 7. Priority Competency: 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:**

Over the past decade, I have served on the boards of five different nonprofits/charities ranging from small, local organizations with budgets of less than \$150K (Story Planet) to national organizations with assets of \$36M (Inspirit Foundation). They also ranged in different governance models from operational to policy boards.

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## 8. Competency: 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.

## 9. 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:

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## 10. 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:

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## 11. 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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*Submitted 5/3/19, 9:39 AM*