

CWSC QUALIFICATIONS – Specific Skills and Experience Criteria

1) Leadership Experience:

The applicant has a demonstrated background in leading individuals or groups in various settings, and may include reference to: leading projects or initiatives; managing a team or staff; experience volunteering.

2) Policy & Public Administration Knowledge:

The applicant has a demonstrated background in developing or drafting policy and/or has a demonstrated understanding of public administration and may include reference to: academic or professional background in public policy or administration; understanding of organizational culture and change management; understanding of the policy cycle and how policy is created and implemented.

3) Board and/or Governance Experience:

The applicant has experience serving on a board or related entity/organization, which may include reference to: experience with fundraising; networking; board governance procedures.

4) Verbal & Written Communication Skills:

The applicant possesses the ability to articulate their thoughts and ideas effectively using verbal and written communication skills to a variety of audiences (particularly as the CWSS Advisory member composition is diverse).

5) Strategic Planning Experience:

The applicant has experience with strategic planning, which may include reference to: setting and adjusting priorities; strengthening operations of an organization; ensuring alignment of organizational goals and outcomes; conducting stakeholder engagement.

6) Budget Planning, Financial Management & Literacy:

The applicant has the ability to understand and utilize financial skills to inform CWSS Advisory allocation recommendations, which may include reference to: setting and adjusting budgets; understanding accounting and bookkeeping; understanding of federal, provincial and municipal grant funding structures.

7) Municipal Government & Jurisdiction Knowledge:

The applicant has an understanding of municipal government operations and jurisdictional capabilities; the applicant understands what a municipality can do and what it cannot do; this may include reference to: literacy of the *Municipal Government Act*; governance processes and procedures; municipal constraints and opportunities; experience or familiarity with community development principles.

8) Understanding of Community Wellbeing (CWSS):

The applicant has an understanding of community wellbeing as it pertains to the City of Lethbridge's Community Wellbeing and Safety Strategy (CWSS), which drives the work of the CWSS Advisory.

9) Human Resource Experience and/or Background:

The applicant has experience or background in human resources, which may include reference to: screening, recruiting and training prospective employees.

10) Knowledge of DEI & Intersectionality:

The applicant is familiar with and/or has experience applying principles of diversity, equity and inclusion and/or intersectionality. This may include reference to: participation in initiatives that have led to equitable outcomes; ability to empathize with various perspectives and lived experiences; demonstrated understanding that each lived experience is unique; understands the interconnectedness of race, class and gender that converge to fuel discrimination or privilege amongst individuals and groups.

11) Indigenous Leadership & Governance:

The applicant has an understanding of local Indigenous leadership and governance structures, and demonstrates sufficient cultural competency to make recommendations specific to the Reaching Home (RH) – Indigenous funds.