

Ontario HIV Treatment Network Board of Directors

Competencies and Other Selection Criteria

Note: asterisk (*) indicates a core competency required of all Board members or persons nominated to serve as Board members. See Summary at the end for complete list of core competencies.

Sector related to OHTN mandate:

- OHTN including the organization, its programs or projects*
- Research including research project, program or organization*
- HIV / AIDS including research (all tracks), clinical or medical treatment, policy development, service delivery or community action*
- Health including health services, healthcare and health policy
- Volunteer or community service including in AIDS, research, medical, health, etc.*
- Community-based organization including AIDS Service Organization
- Funding including administering funding programs or applying for and managing funding/grants/awards
- Education related to the functions of the Board or the mandate of the OHTN
- Professional credentials related to the functions of the Board or the mandate of the OHTN

Organizational

- Board or Committee*
- Leadership in organizations, projects or communities
- Strategic planning and/or strategic thinking
- Financial management
- Community and public relations
- Communications
- Organizational management including managing a business, not for profit or charitable organization, or division or program
- Legal / law
- Risk management
- Organizational development / effectiveness
- Government relations
- Advocacy (related or transferrable to the mandate of the OHTN)

Personal Attributes and Qualities

- Integrity / ethics*
- Judgment*
- OHTN mission, vision and values (commitment to)*
- Availability to attend Board & committee meetings, conference calls*

Diversity reflecting communities and populations served or reached by OHTN programs/mandate

- Lived experience – in any infected or affected community or population addressed in OHTN programs including:
 - Persons living with HIV/AIDS
 - Women
 - Gay and bisexual men and MSM
 - Aboriginal including First Nations and off-reserve

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- Youth (18-26)
 - Endemic countries/communities in Ontario
 - Newcomer (lived experience as immigrant)
 - Transgendered and transsexual persons
 - Drug users including IDU
 - Sex workers
 - Prisoners (former prisoners not currently serving a sentence)
 - Other Ethnic/cultural and visible minorities: African-Caribbean; African-American; Asian; South/Southeast Asian; etc.
 - Persons living with disabilities
- OHTN Regions in Ontario:
 - Greater Toronto Area
 - Northern Ontario
 - Eastern Ontario
 - Southern Ontario
 - Rural or urban/suburban

Other competencies or selection criteria as determined from time-to-time by the Board to fulfill the mandate of the Board, e.g. development or implementation of the Strategic Plan.

Summary of Core Competencies applicable to all Board members/positions:

- OHTN including the organization, its programs or projects*
- Research including research project, program or organization*
- HIV / AIDS including HIV research (all tracks), clinical or medical treatment, policy development, service delivery or community action*
- Volunteer or community service including in AIDS, research, medical, or health, etc.*
- Board or Committee*
- Integrity / ethics*
- Judgment*
- OHTN mission, vision and values (commitment to)*
- Availability to attend Board & committee meetings, conference calls*

References/Resources:

Guide to good governance, Governance Centre of Excellence, April 2009

Board of Directors Election 2010, Mountain Equipment Coop, February 2010

Joan Anderson, AIDS community consultant; governance consultant to the International Council of AIDS Service Organizations (ICASO), April 2010

Tony DiPede, Past Chair, OHTN Governance Committee; Board Member and Governance Chair, International Council of AIDS Service Organizations (ICASO), April 2010