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### 3.18 Recruitment of Councillors

The Council of the College of Registered Nurses of Nova Scotia pays considerable attention to recruiting members to the governing Council that can assist them in meeting their mandate.

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#### 3.18.1 Nominating Committee Responsibility

The Council will recruit through the Nominations Committee, registered nurses best qualified to maintain the College's high standards of excellence and who have and/or who have the potential to develop the required competencies identified by Council. The Nominations Committee is responsible for establishing a competitive list of nominations representative of the active practising membership; including reasonable geographic representation; both provincial and rural versus urban representation and taking into consideration geographic distribution for the Council positions of President-Elect and elected Councillors in accordance with the College By-Laws.

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#### 3.18.2 Public Representative Recruitment

The Council will recruit through the Committee on Appointments public representatives who have, and/or who have the potential to develop, the required competencies identified by Council and whose geographical diversity will contribute to the deliberations of Council and the mandate of the College to regulate nursing practice in the public interest.

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#### 3.18.3 CRNNS Councilor Competencies

In order for Council to fulfil its identified roles, the overarching areas of competence are:

- 1) accountability
- 2) analytical thinker
- 3) leadership
- 4) community orientation
- 5) visionary and future orientation (outward focused)

##### 1. Accountability (active participation, reflective and willing to learn, commitment to organization)

-Assuming responsibility to govern the CRNNS by being committed that all actions, decisions and policy are made in the public interest. Reflecting on and actively seeking the necessary knowledge for a solid understanding of self-regulation, governance, and the role of the Council and the CRNNS. Actively participates in Council activities through preparation for meetings; articulation of ideas; willingness to engage, participate at meetings and to debate in a constructive manner

##### 2. Analytical Thinker (system perspective, strategic thinker)

-The willingness and ability to address issues from a broad systems perspective while understanding the interaction between the parts of the whole. This includes being able to ask questions to determine the root cause of an issue, logically analyze the information required to determine potential solutions, explore and consider differences of opinion, make sound strategic decisions based on the best evidence in order to determine the strategic direction and positively govern CRNNS within its mandate.

##### 3. Leadership (relationship building, team work, servant leadership, etc)

-Builds relationships within the Council, with owners, stakeholders and staff. Promotes teamwork and actively contributes to Council decision-making. Is open and respects diverse opinions and constructive disagreement and actively participates in group discussions to determine unity of purpose, reduce obstacles to board effectiveness and coach and develop new board members. Understands the board's authority is that of the board as a group and that once a board decision is made, is willing to honour it even if he or she did not vote for it.

#### 4. Community (Public) Orientation

-Willingness and ability to connect with owners in order to understand the range and intensity of owners' perspectives and make decisions on their behalf. Becomes familiar with the expectations, priorities and values of CRNNS owners and stakeholders. Seeks to become more knowledgeable about key issues affecting owners through input from the owners in order to make the best possible decisions and set CRNNS strategic direction on the owners' behalf.

#### 5. Visionary and future orientation (outward focused)

-Demonstrates the capability and inclination to work on future focused issues by understanding the forces that are shaping health and healthcare. Proactively assists to shape the vision, future direction and positioning of CRNNS for long-term success, including setting the strategic direction, and the development and monitoring of policies.

### 3.18.4 Criteria for Council Candidates

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The slate of candidates for election or appointment to Council is based on the following criteria for RN/NPs and public representatives.

#### 3.18.4.1 Criteria for RN/NP candidates

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To be eligible for election or appointment, each candidate must:

- (a) be an active-practising member in good standing;
- (b) be a resident of Nova Scotia;
- (c) have signified consent in writing;
- (d) be able and willing to serve fairly, impartially and in the public interest;
- (e) be able to devote the appropriate time and attention to the role of district councillor or president-elect and president;
- (f) have, or are willing to attain, the appropriate competencies to fulfil the role of a councillor; and
- (g) be willing to contribute to the attainment of the purposes of the College.

#### 3.18.4.2 Criteria for Public Representatives

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To be eligible for appointment, each candidate must:

- (a) be of good character;
- (b) be a resident of Nova Scotia;
- (c) have signified consent in writing;
- (d) be able and willing to serve fairly, impartially and in the public interest;
- (e) be able to devote the appropriate time and attention to the role of public representative;
- (f) have, or are willing to attain, the appropriate competencies to fulfil the role of a councillor; and
- (g) be willing to contribute to the attainment of the purposes of the College.

