



2025 Official Call for Applications College Board of Directors

This is an exciting time for the Canadian College of Health Leaders. 2025 will see the development of a new Strategic Plan and we are looking for new Board Members to support the stewardship of an inspired future.

We are seeking applications to serve on our National Board of Directors. We are currently looking to -fill two **(2) Director positions, each for a three-year term (2025-2028.)** CCHL members in good standing and other persons are invited to apply.

The Canadian College of Health Leaders is committed to advancing diversity, equity and inclusion within our leadership and membership. We encourage and welcome applications from members who are Indigenous, visible minorities, women, LGBTQ2S+, persons with disabilities and speakers of both of Canada's official languages.

The College is also committed to promoting and upholding excellence in good governance. An analysis of the skills and competencies required for these positions has been undertaken; we are pleased to highlight the skills and competencies we are currently seeking, below. Please note that while members from coast to coast to coast are encouraged to apply, the recruitment process will place greater emphasis on Region 2 (Québec), Region 3 (Ontario) and Region 5 (British Columbia.) **A summary of the geographical overlay used by the College is listed below.**

Region 1 (Prince Edward Island, Newfoundland and Labrador, New Brunswick and Nova Scotia)

Region 2 (Québec)

Region 3 (Ontario)

Region 4 (Manitoba, Saskatchewan and Alberta)

Region 5 (British Columbia)

Region 6 (Northwest Territories, Yukon and Nunavut)

[To view a full list of current Board members.](#)

The specific skills and competencies we are currently seeking are listed below:

- Senior Executive Leadership
- Persons who are aspiring health leaders
- Francophone/bilingual
- Experience working within academic/education environments
- Financial acumen/expertise (e.g. CPA, CGA, etc.)
- Expertise working with(in) diverse, equity-seeking, and accessibility focused environments
- Diversity: Indigenous, visible minorities, woman, LGBTQ2S+, and/or persons with disabilities
- Legal/legislative expertise; and
- Experience and expertise working with/for health professional regulatory bodies.

In addition, the following skills and competencies will be considered assets to member applications:

- Communications and marketing



- Digital health/health technology
- Clinical experience/background; and
- Experience/comprehensive understanding about CCHL

Our commitment to effective stewardship is reflected in CCHL's Board Governance ***Guiding Principles*** which includes :

- Providing members with an effectively and efficiently governed organization anchored in leading governance practices
- Achieving a Board composition that includes a desired mix of experience, perspectives and knowledge, representing the needs of today's health systems as well as those in the future .
- Seeking Board competencies that advance the achievement of the College's Purpose, Values and Priorities whilst supporting the Strategic Plan; and
- Balancing Board competencies with overlays of geography, diversity as well as other factors.

We invite you to refer to our Board Member Competency Matrix (pages 4 - 6) which guides the nomination, evaluation and appointment of new Board members.

Members and other persons who wish to apply must complete the [online application form](#) and include **two references** no later than **Thursday, February 27, 2025**. **Any submissions received after this date will not be considered. Interviews will take place on March 20/21 between 11:30 am and 4:30 pm Eastern Time.**

Board Nominations and Elections Procedure

The Nominating Committee will review and evaluate the applicants in accordance with applicable policies and procedures and recommend a slate of nominees to the Board of Directors. The slate of nominations is presented to the members for election at the Annual General Meeting in May.

All applicants who are not Certified Health Members **will be required to attain certification** before being considered for a second term on the Board of Directors.

Applicants will be required to attend four (4) Board meetings annually (typically March, June, October and December), participate in Board Councils/Committees and other Board functions as required (approximate time commitment 80 hours per year).

Nominees will not be eligible for election unless applications are made in accordance with the Nominating Committee's recruitment process and the procedures set out in the College By-Laws.

Please reference the following [By-Laws Articles](#):

Article VI – Section 1 a), b) – Board of Directors Duties and Responsibilities

Article VI – Section 3 – Term of Office

Article VI – Section 5 – Meetings

Article VII – Section 1 – Nominations and Evaluation Procedure

Article VII – Section 2 – Election Procedure



Questions

If you have any questions, please contact Amy O'Brien, Director, Governance and Member Engagement at aobrien@cchl-ccls.ca or 1-800-363-9056, ext. 226. Candidates must confirm with the National office that their application has been received by the deadline date.

<p style="text-align: center;">2025 Election Schedule February 10, 2025 Call for Applications February 27, 2025 Deadline for on-line Applications</p>					
March 7, 2025	Between March 20/21 and 26, 2025	April 3, 2025	April 10, 2025	April 10, 2025	May 21, 2025
Nominating Committee will review and evaluate the applicants in accordance with applicable policies and procedures and select applications for interviews	Nominating Committee will conduct interviews on March 20/21 between 11:30 am and 4:30 pm Eastern Time and will check references	Nominating Committee will bring forward nominations to the Board of Directors for approval	Selected candidates will be added to the nomination slate for the May Annual General Meeting	Official Annual General Meeting notice sent to members for May	Nominations for election presented by the Board to the members for election at the Annual General Meeting

CCHL Board of Directors Skills Matrix

Approved, November 29, 2023

1. Principles

Principles for determining CCHL Board Composition matrix framework
To provide members with an effectively and efficiently governed organization based on best practices. (Overarching principle).
To achieve a Board composition that includes a desired mix of experience, perspectives and knowledge, representing today's health system and the needs of tomorrow, while optimizing the Board's oversight role.
To seek Board competencies that advance the achievement of the College's Mission and Vision, while supporting the Strategic Plan.
To balance Board competencies with overlays of geography and diversity.

2. Competency Matrix

CCHL Competency Matrix	
1st Step Gating	
BEHAVIOURAL COMPETENCIES	Yes or No
Team Player/collaborative	
Ability and willingness to challenge and probe	
Integrity and high ethical standards in alignment with the CCHL Code of Ethics	
Mentoring abilities	
Understanding of effective decision-making processes	
Willingness and ability to devote time and energy to the role	
Values open thinking, innovator and creator	



All BOARD MEMBERS MUST HAVE	
GOVERNANCE COMPETENCIES	Possible rating 1-5
Advocacy	Ability to communicate a position to the intended audience. Passionate support and commitment to the CCHL mission and values.
Financial literacy	Ability to understand the financial position of the organization as presented in financial statement.
Governance	Experience/knowledge of governance principles and practices.
Strategic thinking/planning from a governance perspective	Ability to think critically about issues and the role of CCHL in healthcare system.
Thought Leadership	Recognize trends before they happen and apply that insight and inspire people to achieve results.
ADVANCED EXPERTISE (These skills would be reviewed each year to determine if at least one Board member requires the expertise)	
Academic/Education environment	Leader within an academic organization.
Communications & Marketing	Expertise in communications and marketing.
Financial Expert	Proven financial reporting and risk management acumen.
Government/Public Policy Knowledge	Understanding about accessing and influencing government. Knowledge of how public policy is developed.
Human Resources/Leadership Development	Experience in planning and implementing leadership development strategies in health care.
Risk/Performance Management	Think critically about operational and governance issues to ensure effective management of potential opportunities and adverse events.
Governance knowledge and experience across the continuum of health systems roles and settings.	Experience on a Board as Chair/Vice Chair and/or ICD.D or C.Dir designations. Hospital care, Long Term Care, community care, primary care, health systems planning, understanding of the global health system and environment.



Innovator/Digital Health/health technology	Expertise in the development of innovative models of health care systems utilizing digital technology.
Experience and comprehensive understanding about the CCHL	Prior successful experience as a volunteer leader within CCHL. Served on CCHL leadership -Chapter Executive, Advisory Council, Groups, Standing Committees.
Inclusion, Diversity, Equity and Accessibility (IDEA)	Experience in planning and implementing strategies intended to advance diversity and inclusion and to promote change within the healthcare system.
Legal/health professional regulatory bodies expertise	Experience/understanding of various health professionals' regulatory bodies, including from a legal lens, not-for-profit and peer associations.
OVERLAY OF GEOGRAPHY AND DIVERSITY	
Geography	Consideration of distribution of membership within geographical areas.
Diversity	Reflects the diversity of CCHL's membership.
Military Member within health care	Leader within the Military health care sector
Corporate Member	Leader within the corporate sector supporting health care
Primary French Speaker	
GEOGRAPHICAL REGIONS	
Region 1	New Brunswick, Newfoundland & Labrador, Nova Scotia, Prince Edward Island
Region 2	Québec
Region 3	Ontario
Region 4	Alberta, Manitoba, Saskatchewan
Region 5	British Columbia
Region 6	Northwest Territories, Yukon and Nunavut