Lifesaving Sport Canada Director Skills and Competencies Matrix

				Prospect Members for Consideration by the Nominating Committee - Includes outgoing members seeking reelection.						
				Name	Name	Name	Name	Name	Name	Name
Board Composition	Gender	Ensures balanced gender representation on the Board.	Women							
			Men							
			Other							
	Age	Ensure balanced age representation on the Board	Emerging Leaders (less than 35 years old)							
			Established Leaders (Between 35 and 65 years old)							
			Senior Leaders (65 years old and older)							
	Regional Representation	Reflects different geographic communities served.	BC/Yukon							
			Prairies/NWT							
			Ontario							
			Quebec							
			Atlantic							
	Official Language Spoken	Reflects official-language capacity and access.	English							
			French							
			Bilingual							
	Equity-Deserving Groups	Communities that face systemic barriers and deserve equitable inclusion.	Persons with disabilities; Para/lifesaving sport experience (if any); accessibility expertise							
			Indigenous Peoples; Inuit, Métis; Indigenous cultural-safety competence							
			LGBTQ+ Persons							
			Newcomers/Immigrants/Refugees							
			Official-language minority communities							

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				Name	Name	Name	Name	Name	Name	Name
	Board Tenure	Tracks director tenure to support board renewal, continuity, and succession planning	0-2 years							
			2-5 years							
			5+ years							
	Independence status	Tracks director status with regards to their independence	Yes							
			No							
	Lifesaving Sport Experience	Ensure balanced representation of key sport roles and pathways.	Athlete							
			High-Performance Athlete (Intl Events on the National Team)							
			Coach Experience							
			High-Performance Coach (Athletes recruited to the National Team or coached national team to Intl events)							
			Technical Official							
			Club Leader (BOD, Manager, etc.)							
			None							

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			Name	Name	Name	Name	Name	Name	Name
	Audit and financial oversight	Understands budgets, financial statements, and financial planning for the organization.							
	Board governance and fiduciary duty	Understands the duty to act honestly, in good faith, and in the Corporation's best interests, rather than as a delegate of Lifesaving Society Canada, a PTSO, club, athlete group, or other constituency.							
	Business Development	Identifies and develops opportunities to grow programs, services, and partnerships.							
	Communications/ Marketing	Plans and delivers clear messaging, branding, and outreach to key audiences.							
	Cybersecurity	Understands protection of information, systems, and data against digital threats.							
	Dispute resolution and administrative fairness	Understands dispute resolution and administrative fairness in the context of PTSO recognition, discipline, selections, disciplinary measures, and appeals.							
	Equity, Diversity and Inclusion	Applies equitable, inclusive practices that respect diverse identities and communities.							
	ESG Factors	Considers environmental, social, and governance impacts in organizational decisions: aquatic venues, travel, events, outdoor lifesaving sport, and emergency disruption.							
	Event Management	Plans, organizes, and evaluates events to meet objectives and service standards.							
	Government relations and public funding	Understands Sport Canada relations, reporting, grants compliance, advocacy, and public accountability.							

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			Name	Name	Name	Name	Name	Name	Name
Competencies	Human Resources	Understands staffing, performance, workplace relations, and human resources practices, including with volunteers.							
	Indigenous relations and reconciliation	Applies culturally safe engagement practices supporting responsible national program development.							
	Information Technology	Understands digital tools, systems, and technology needs supporting organizational work.							
	Internal controls and fraud prevention	Understands internal controls and fraud prevention practices for registrations, grants, events, travel, donations, sponsorship, and digital payments.							
	International sport relations	Understands international relationships, including with ILS, the RLSS Commonwealth, international events, national teams, and cross-border competition.							
	Law	Understands legal obligations, contracts, liability, and regulatory requirements.							
	Organizational Management	Understands structures, processes, and resources needed to manage operations effectively.							
	Philanthropy	Understands fundraising, donor relations, and stewardship of philanthropy contributions.							
	Privacy, data governance, and records management	Understands privacy, data governance, and records management for athlete data, minor participants, incident records, background screening, medical information, CRM systems, and data-sharing with PTSOs.							

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			Name	Name	Name	Name	Name	Name	Name
	Risk Management	Identifies, assesses, and mitigates risks affecting organizational objectives: operational, legal, safeguarding, reputational, cyber, financial, insurance, and strategic risk.							
	Safe sport and safeguarding	Understands maltreatment prevention, complaint escalation, procedural fairness, privacy, trauma-informed practice, and independent complaint processes.							
	Sport governance and policy	Understands national sanctioning, membership models, technical rules, athlete eligibility, international relationships, and federal funding expectations.							
	Strategic Planning	Helps define long-term direction, priorities, and measurable organizational goals.							