



# 2023 NSCN BOARD ELECTION APPLICATION FORM

300 - 120 Western Parkway  
Bedford, Nova Scotia B4B 0V2  
Tel: 902-444-6726  
Toll-free (NS) 1-833-267-6726  
Fax: 902-377-5188  
registration@nscn.ca

## Section 1: Candidate Information

First/Last Name:	
Email:	Registration Number: ( <a href="#">Search for a Nurse</a> is available to confirm number)
Designation: <input type="checkbox"/> LPN <input type="checkbox"/> RN <input type="checkbox"/> NP	Current Position and Employer:

Note: The NSCN Nominating Committee has determined that the following designations are assets but not requirements to fill the current vacancy on the Board:

- LPN designation; or
- NP designation

## Section 2: Eligibility to be Nominated

Any NSCN registrant is eligible to be nominated as an NSCN Board member if the Nominating Committee determines, in its discretion, that the registrant meets the criteria outlined in By-Law 10C and the additional criteria pass by the Board. Please confirm that you meet the following criteria to determine that you are eligible to be nominated as a Board member:

- You hold a practising or conditional licence with no conditions restricting you from serving on the Board
- You are current in your continuing competence requirements
- You do not owe any outstanding fees or costs to NSCN
- You are not subject to any licensing sanction or ongoing regulatory process. If you do not meet the above eligibility criteria, please provide details:
- You have not served on the NSCN Board, CLPNNS Board or CRNNS Council in the last three years
- You have not been suspended or removed from office as an elected board member, director or similar governance position of another regulatory body or public body that, in the opinion of the Nominating Committee, would impact your ability to ethically and competently serve as a member of the Board, or would otherwise be contrary to the objects of NSCN. If you do not meet the above eligibility criteria, please provide details:
- You have not held any of the following positions in the three-year period immediately preceding March 28, 2023:
  - An elected position with the federal or provincial government
  - A senior position (Assistant Deputy Minister or higher) with the provincial government
  - A director or officer of a professional organization representing the interests of a registrant profession
  - A director or officer of a union that represents registrants, or a member of a bargaining committee or similar group of individuals that conducts collective bargaining on behalf of a union that represents registrants
  - A member of the Nova Scotia Health Authority Executive team
  - A position where, as a primary responsibility in the course of your employment, you represent a health authority or any other nursing employer in collective bargaining or in proceedings under a collective bargaining agreement with registrants
  - A director or officer of a corporation or other entity that provides professional liability protection or insurance coverage against liability for negligence in the provision of services that constitute the provision of nursing services
  - An employed staff position with NSCN
  - A position which would, in the opinion of the Nominating Committee, cause you, if elected, to have a conflict of interest by virtue of having competing fiduciary obligations to both NSCN and another organization

### Section 3: Personal Statement

Please provide a brief personal statement that describes why you wish to serve on the NSCN Board. If you are advanced for election as an NSCN Board member, your personal statement may be shared publicly to introduce you to the registrant body. (Maximum 50 words. Full sentences required).

### Section 4: Composition Matrix Self Assessment

Please complete the attached NSCN Board Composition Matrix, which includes self-assessment of the competencies, skills and attributes that the NSCN Board, as a whole, seeks to encompass. Not every Board member is required to possess all of the competencies, skills or attributes, nor does the Board seek to have each competency, skill or attribute represented equally. The goal of the Board is to achieve balance and reflect diversity in its composition.

If you wish, you may self-identify in the Diversity section of the Composition Matrix. The NSCN Board is committed to creating a diverse, inclusive and equitable environment, and encourages applications from all candidates who would contribute to the diversification of our organization. Please leave this section blank if you do not wish to self-identify or if it is not applicable to you.

### Section 5: Experience

Please attach a letter and resume describing:

- your current or previous board experience;
- other applicable work or volunteer experience;
- examples of how you meet the NSCN Board competencies and skills outlined in the Composition Matrix (Maximum 1,000 words).



## Section 6: Sharing Application Information

- I understand and agree that NSCN will share my name, nursing designation, current position and employer, personal statement response, and the Nominating Committee's view on how I meet the competencies, skills and attributes outlined in the Composition Matrix (with the exception of the self-identification in the Diversity section), publicly through the NSCN newsletter, website and election ballot.

## Section 7: Commitment to Serve

- Clicking this box serves as my commitment to sit on the NSCN Board for a three-year term beginning on June 1, 2023.
- Clicking this box confirms that I do not have a conflict of interest outside of NSCN that could influence me, or could be perceived to influence me, to act in a manner that is contrary to the objects of NSCN, which include:
  - Serving and protecting the public interest in the practice of the profession;
  - Subject to the public interest, preserving the integrity of the profession; and,
  - Maintaining public and registrants' confidence in the ability of NSCN to regulate the profession.

## Section 8: Certify Application

- Clicking this box serves as my electronic signature and certifies that all statements made on this application are true and complete to the best of my knowledge. I understand and agree that any misrepresentation, omission, or falsification of information provided may result in disqualification from the election process. I understand that the information I have provided will be used to assess my suitability for the position to which I am applying and may be viewed and used by the NSCN Board, NSCN Nominating Committee and NSCN staff involved in the election process. By electronically submitting this application, I hereby certify that I have read and agreed with these statements and conditions and authorize NSCN to use all information I have provided with my application for the above-noted purposes.



**NAME:**

The following are the competencies, skills and attributes that the NSCN Board, as a whole, seeks to encompass. Not every Board member is required to possess all of the competencies, skills or attributes, nor does the Board seek to have each competency, skill or attribute represented equally. The goal of the Board is to achieve balance and reflect diversity in its composition.

Please describe yourself based on the backgrounder at page 2 and the following rating system: 0 = No knowledge/practical application; 1 = basic knowledge; 2 = practical application; 3 = advanced

COMPETENCIES	RATING			
<b>Public Orientation</b> The Board governs in the public interest.	0	1	2	3
<b>Accountability</b> The Board is accountable to govern in the public interest to meet the Board's legal and fiduciary responsibilities.	0	1	2	3
<b>Leadership</b> The Board provides leadership by building relationships within the community and broader healthcare system and seeking to create positive regulatory change in the public interest.	0	1	2	3
<b>Analytical Thinking</b> The Board addresses matters analytically from a broad systems and strategic perspective in the public interest.	0	1	2	3
<b>Innovative</b> The Board stimulated new ideas and facilitates continuous improvement that is innovative, visionary and future-focused in the public interest.	0	1	2	3
SKILLS	RATING			
<b>Governance</b> Experience working with a governance model (including but not limited to policy governance) to direct the actions and processes of the organization's board of directors	0	1	2	3
<b>Finance</b> Experience working with financial principles and managing decisions related to budgets, etc.	0	1	2	3
<b>Risk Assessment &amp; Management</b> Experience using principles of risk assessment and management as they relate to governance of an organization <b>AND</b> Experience recognizing how risks can impact the board and organization	0	1	2	3
<b>Legal</b> Experience working with relevant legislation, legal frameworks and procedures relevant to Board policies, protocols and rules	0	1	2	3
<b>Strategic Planning</b> Experience with strategic planning including setting of goals and objectives for the board and/or organization	0	1	2	3
<b>Performance Management</b> Experience with evaluation and performance management for the Board, individual board members and the CEO	0	1	2	3
<b>Cultural Competence</b> Experience with and ability to understand, communicate and effectively interact with people across cultures. This may include working with diverse communities (e.g., Black, Indigenous and persons of colour; 2SLGBTQ+; gender, persons with disabilities, etc.)	0	1	2	3
ATTRIBUTES				
Nursing Designation (Registrant of NSCN as either an LPN, RN and/or NP)				
Domain of Nursing Practice (Direct care, Education, Policy, Administration/Management, Research)				
Regional Location (Location in the province as defined by the primary home address)				
Diversity (Diversity to reflect the population of Nova Scotia. Examples include but are not limited to, Black, Indigenous and persons of colour; 2SLGBTQ+; gender; persons with disabilities, etc.)				



## Competencies, Skills and Attributes for the NSCN Board

The following are the competencies, skills and attributes that the NSCN Board, as a whole, seeks to encompass. Not every Board member is required to possess all of the competencies, skills or attributes, nor does the Board seek to have each competency, skill or attribute represented equally. The goal of the Board is to achieve balance and reflect diversity in its composition.

Please rate yourself on the Matrix provided.

### COMPETENCIES

**1. Public Orientation: The Board governs in the public interest.**

Board members demonstrate this competency by:

- a. Contributing to the development of policies that are in the public interest
- b. Connecting with the public to understand the range of public perspectives
- c. Seeking to be more knowledgeable about key issues affecting the public
- d. Becoming familiar with the expectations, priorities and values of the public and other stakeholders relating to nursing regulation

**2. Accountability: The Board is accountable to govern in the public interest to meet the Board's legal and fiduciary responsibilities.**

Board members demonstrate this competency by:

- a. Being transparent in decision making
- b. Seeking necessary knowledge to fully understand self-regulation, governance and the role of the Board
- c. Participating in Board governance by being prepared for meetings, asking meaningful questions and fully debating issues
- d. Engaging in performance evaluation of self, the Board and CEO
- e. Interacting in a manner that is reflective of the NSCN values

**3. Leadership: The Board provides leadership by building relationships within the community and broader healthcare system and seeking to create positive regulatory change in the public interest.**

Board members demonstrate this competency by:

- a. Fostering collaborative relationships within the Board, public, stakeholders and staff
- b. Promoting teamwork through consensus building and conflict resolution
- c. Respecting and honouring Board decisions
- d. Mentoring and coaching new Board members
- e. Embracing diversity and inclusion
- f. Encompassing integrity and professionalism

**4. Analytical Thinking: The Board addresses matters analytically from a broad systems and strategic perspective in the public interest.**

Board members demonstrate this competency by:

- a. Asking questions to determine the root cause of an issue
- b. Transitioning complex issues into single and manageable components
- c. Logically analyzing the information required to determine potential solutions
- d. Actively seeking and considering differences of opinion
- e. Contributing to decision making based on evidence and experience; setting priorities and determining the strategic direction in the public interest through performance measurement

**5. Innovative: The Board stimulates new ideas and facilitates continuous improvement that is innovative, visionary and future-focused in the public interest.**

Board members demonstrate this competency by:

- a. Understanding the trends that are influencing change in nursing and the healthcare system, including self-regulation
- b. Proactively assisting to shape the vision, future direction and positioning of NSCN for long term success

## **SKILLS**

- 1. Governance** - Experience working with a governance model (including but not limited to policy governance) to direct the actions and processes of the organization's board of directors.  
Experience on other boards
- 2. Finance** – Experience working with financial principles and managing decisions related to budgets
- 3. Risk Assessment & Management** - Experience using principles of risk assessment and management as they relate to governance of an organization
- 4. Legal** - Experience working with relevant legislation, legal frameworks and procedures relevant to Board policies, protocols and rules
- 5. Strategic Planning** - Experience with strategic planning including setting of purpose, mission, vision and values for the board and/or organization
- 6. Performance Management** - Experience with evaluation and performance management for the Board, Board members and CEO

7. **Cultural Competence** – Experience with and ability to understand, communicate and effectively interact with people across cultures. This may include working with diverse communities (e.g., Black, Indigenous and persons of colour; 2SLBGQTQ+; gender; persons with disabilities, etc.)

## **ATTRIBUTES**

1. **Nursing Designation** - Registrant of NSCN as either an LPN, RN and/or NP
2. **Domain of Nursing Practice** - Direct care, Education, Policy, Administration/Management, Research
3. **Regional Location** - Your location in the province as defined by your primary home address
4. **Diversity** - Reflects the population of Nova Scotia. Examples include but are not limited to, Black, Indigenous and persons of colour; 2SLBGQTQ+; gender; persons with disabilities, etc.

**Approved February 18, 2021**