

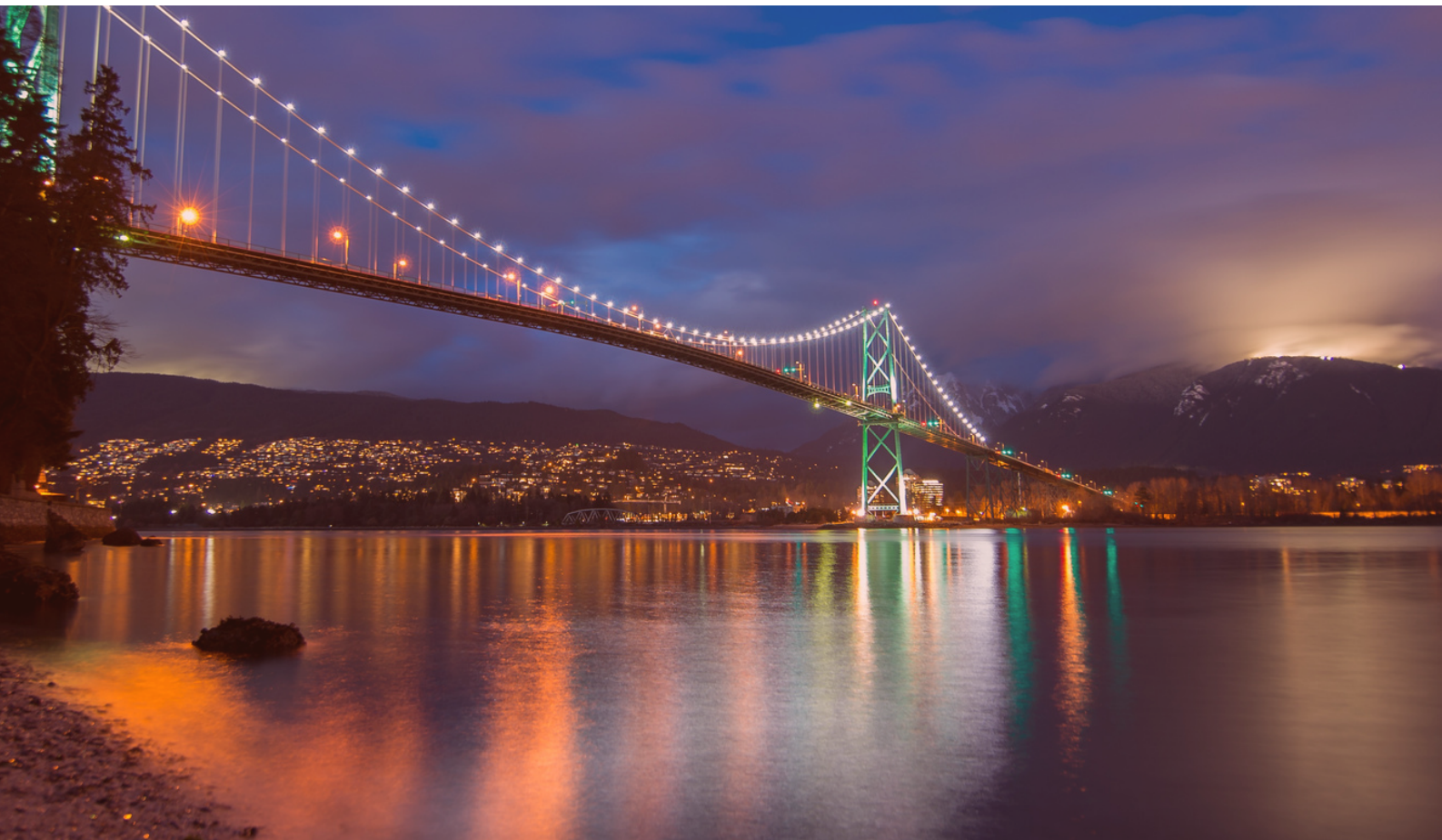
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# British Columbia College of Nurses and Midwives

## POSITION PROFILE

By Synergy Executive and Boards Consulting Group



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# About Synergy

Synergy Executive and Boards Consulting Group, located in Coquitlam on the traditional, unceded lands of the Kwikwetlem Nations, was founded in 2020. We promote and support the advancement of Indigenous, Black and Visible Minority executives seeking to take their strong voices and expertise to the boardroom, C-suite and to other decision tables. Synergy on Boards is the bridge between organizations looking to diversify their boards, C-suite and qualified, diverse talent.





## Our Mandate

We believe equity, diversity and inclusion are essential for the organizations we serve to achieve the strategic goals they strive for. We ardently believe in equal pay for equal work; in finding the best candidates based on skill and competence regardless of gender, racialized identity, ethnicity, age, sexual orientation, ability, socioeconomic status, religion, political beliefs, marital or family status, and/or Indigenous status. We support organizations through recruitment processes, policies, and systems designed to inclusively support the advancement of individuals previously underrepresented. We work to challenge our clients to look beyond traditional biases and focus on best practices.

# About the Organization

British Columbia College of Nurses and Midwives is a health regulator set up to protect the public through the regulation of five distinct professions— licensed practical nurses, nurse practitioners, registered nurses, registered psychiatric nurses, and midwives. With over 60000 registrants, BCCNM has a strong influence on setting standards for nurses and midwives. These standards ensure the public receives safe, competent, and ethical care, instilling unshakeable confidence in the nursing and midwifery care provided by each of BCCNM's registrants across the province.

What BCCNM's Does :

-  Build public trust by ensuring their registrants are trained, credible and ready to support those at their most vulnerable.
-  Set standards for safe ethical practice, assess nursing and midwifery education programs, establish requirements for registration with BCCNM, and address complaints about nurses and midwives.
-  Ensure registrants are meeting the standards from registration to retirement through quality assurance programs, self-assessment, and fostering continuous learning.
-  Recognize gaps in competency and address them through meaningful engagement across the professions. BCCNM supports anti-sexism, anti-racism, decolonization, and reconciliation, in progressive and constructive ways



# About the Positions

## Background

Committees are critically important to enable BCCNM to fulfill its statutory mandate. BCCNM's goal is to ensure committees benefit from a variety of skills, diversity, and experience needed to make good decisions.

*Synergy is seeking diverse candidates who will be shortlisted for 12+ positions from the following groups of interest :*

- Indigenous
- Black
- Persons of Colour
- People in LGBTQIA+ communities
- People with lived experience in accommodating/navigating a spectrum of physical, mental health or cognitive (dis)abilities
- People from different age groups
- People from diverse socio-economic background

## About the BCCNM Committees

A significant amount of BCCNM's regulatory work is done by the committees. The college functions with two kinds of committees: Regulatory committees support the core regulatory functions of the college and Board Support committees support the important work of the board. Each committee includes members of the public and college registrants.

*Public members bring their public lens to the committee work, along with the willingness to lean in and learn the skills, practices and knowledge outlined in the [committee composition matrices](#).*

## Regulatory Committee



### Discipline Committee

The Discipline Committee (DC) hears allegations of professional misconduct, incompetence, or incapacity that have been referred by the Inquiry Committee. If allegations are proven, the DC determines an appropriate remedy following its deliberation of the facts presented by all parties.

#### *Members :*

DC members are a combination of nurse and midwife registrants and members of the public as required by BCCNM bylaws.

#### *Term :*

Appointment terms are one, two, or three years. A person can serve on the DC for up to six consecutive years.

# About the Positions

## Regulatory Committee

### Education Program Review Committee

The Education Program Review (EPR) Committee assesses BC nursing and midwifery education programs and courses against the BCCNM Education Standards and Indicators and makes recommendations to BCCNM's board for consideration in recognizing a nursing or midwifery education program.

#### *Members:*

EPR Committee members are a combination of nurse and midwife registrants and members of the public as required by BCCNM bylaws.

#### *Term:*

Appointment terms are one, two, or three years. A person can serve on the EPR Committee for up to six consecutive years.

### Inquiry Committee

The Inquiry Committee (IC) reviews complaints information or other information that could give rise to an investigation, directs the investigation process, and subsequently assesses whether remedial and/or disciplinary action against a registrant is warranted.

#### *Members:*

The IC members are a combination of nurse and midwife registrants and members of the public as required by BCCNM bylaws.

#### *Term:*

Appointment terms are one, two, or three years. A person can serve on the IC for up to six consecutive years.

### Nurse Practitioner Examination Committee

The Nurse Practitioner Examination Committee (NPEC) provides oversight for the development of the Objective Structured Clinical Examination (OSCE) and scores the OSCE, which is a requirement for registration as a practising nurse practitioner in B.C.

# About the Positions

## Regulatory Committee

### Nurse Practitioner Examination Committee

*Members:*

NPEC membership includes seven nurse practitioner registrants, two registrants of a non-nursing HPA-regulated profession who have an OSCE as a registration requirement, and one member of the public.

*Term:*

Appointment terms are one, two, or three years. A person can serve on the NPEC for up to six consecutive years.

### Professional Practice & Standards Committee

The Professional Practice & Standards (PPS) Committee makes recommendations to the board about the standards of practice (including the scope of practice) or standards of professional ethics for nurses and midwives.

*Members:*

PPS committee members are a combination of nurse and midwife registrants and members of the public as required by BCCNM bylaws.

*Term:*

Appointment terms are one, two, or three years. A person can serve on the PPS committee for up to six consecutive years.

### Quality Assurance Committee

The Quality Assurance (QA) Committee is responsible for administering a registrant-facing QA program that ensures the safe, ethical, and competent practice of all registrants. As the integration of nursing and midwifery QA program components continues, the QA committee is instrumental in supporting QA program development, as well as making decisions on the professional performance of nurses and midwives.

*Members:*

QA committee members are a combination of nurse and midwife members of the public as required by BCCNM bylaws.

*Term:*

Appointment terms are one, two, or three years. A person can serve on the QA committee for up to six consecutive years.

# About the Positions

## Regulatory Committee

### Registration Committee

The Registration Committee (RC) reviews and decides whether to approve or deny non-routine applications for initial registration, annual renewal, and reinstatement.

#### *Members:*

The RC members are a combination of nurse and midwife registrants and members of the public as required by BCCNM bylaws.

#### *Term:*

Appointment terms are one, two, or three years. A person can serve on the RC committee for up to six consecutive years.

## Board Support Committees

### Finance and Audit Committee

The Finance and Audit Committee (FAC) provides advice and recommendations to the board on financial administration matters, including fees and budgets. The FAC also reviews the effectiveness of financial controls and related risk management activities and facilitates independent audits.

#### *Members:*

The FAC consists of at least three members: one public board member, one registrant board member, and either a BCCNM registrant or a member of the public.

#### *Term:*

Appointment terms are one year. A person may serve on the FAC for up to six consecutive years.



# About the Positions

## Board Support Committee



### Governance Committee

The Governance Committee (GC) supports the board by ensuring that the governance framework of the college including structures, processes, and procedures, supports the achievement of the college's legal mandate. Specifically, the GC facilitates the board and committee evaluation process; reviews and recommends critical governance policies to the board; reviews and recommends the board and committee composition matrices; recommends board and committee education priorities; and other governance responsibilities as determined by the board from time to time.

#### *Members:*

The GC consists of at least three members, one of whom must be a public board member. Currently, the committee consists of seven members: five board members, one member of the public, and one BCCNM registrant.

#### *Term:*

Appointment terms are one year. A person may serve on the GC for up to six consecutive years.

# About the Positions

## Required Committee Member Values, Attributes, Skills, Practices and Knowledge



*To support strong decision-making in service of the College's promise to foster unshakeable confidence in nursing and midwifery care, **every committee member** will bring the following VALUES and ATTRIBUTES to the table:*

- Act with integrity and speak the truth; be able and willing to take full responsibility for decisions made, and follow through on commitments. [Accountability, Honesty, and Integrity]
- Appreciate that, at times, plans will adjust to meet changing circumstances and needs. [Adaptability]
- Recognize that, in a complex system, what can emerge from collaborative and meaningful engagement and discourse will be stronger than what is created in isolation. [Collaboration]
- Be open to new or broader perspectives; employ a learning mindset by listening and becoming better informed, and take time to self-reflect and acknowledge the impact of personal power and privilege when contemplating decisions. [Humility]
- Actively commit to creating safe gathering spaces that welcome and support all who wish to connect, learn, share, belong, and grow. [Inclusivity]
- Make decisions based on evidence and good information, that will best fulfil the public protection mandate. [Objectivity]
- Have a passion for the College's purpose and vision; compassion for the public and their right to safe, ethical care; an understanding and appreciation of, and commitment to, the board's role in protecting the public and the time required to diligently execute that role; and recognize that public interest will always be prioritized over personal or professional interests. [Public Service]
- Work with others effectively to support a culture of trust; be present and participate fully in discussions, fostering and promoting, not impeding or stifling, robust dialogue; and remain aware and sensitive to the impact of language used. [Respect]
- Have a clear understanding of personal strengths and privileges, the consequences of bias and potential conflicts of interest; recognize the value of continuous development and improvement; and be open to reflection, feedback, and opportunities to learn, relearn and unlearn. [Self-Awareness]

# About the Positions

## Required Committee Member Values, Attributes, Skills, Practices and Knowledge



Every committee member will bring, *or be willing to learn*, the following SKILLS, PRACTICES and KNOWLEDGE:

- Understanding of what it means to be anti-racist and an ally and knowledge of how to actively model this behaviour; ability to speak up and acknowledge instances or systems of oppression; and ability to hold self and others accountable for creating safe and inclusive spaces in which honest conversations about racism and privilege can occur. *[Anti-Racism and Allyship]*
- Understanding of the social, legislative and political history of the BC First Nations and Indigenous people; the impact of colonialism in Canada and its enduring traumatic legacy; the effects of widespread Indigenous-specific racism within the healthcare system; and knowledge of how Indigenous self-government and self-determination works in this province. *[BC First Nations and Indigenous Context]*
- Understanding of the need for and obligations of confidentiality and safeguarding the privacy of all parties. *[Confidentiality]*
- Ongoing learning, appreciation and respect for the distinct and important BC First Nations and Indigenous-specific rights, approaches, protocols and perspectives that inform discussion and decision-making; ability to contribute to and support the College as it works to develop a culturally safe organization and health system (through the continuous practice of cultural humility); and an ability to support and respect those who communicate they are feeling unsafe. *[Cultural Safety and Humility]*
- Knowledge and understanding of the common terminology, acronyms and phrases used in health care. *[Health Care Terminology]*
- Understanding of the role and philosophy of health profession regulators, the public protection mandate of the College, the applicable legislation, regulations, bylaws and policies, and the core work of the College. *[Health Professions Regulation]*
- Ability to carefully review voluminous material within set timelines, assess implications, identify patterns, make connections, and narrow the issues to support good decision-making. *[Information Analysis and Judgement]*

# About the Positions

## Required Committee Member Values, Attributes, Skills, Practices and Knowledge

 Every committee member will bring, or *be willing to learn*, the following **SKILLS, PRACTICES and KNOWLEDGE**:

- Ability to understand the basic principles of administrative law, restorative justice, and quasi-judicial processes; bring a commitment to the unbiased balancing of issues, meticulously weighing evidence and thinking critically about issues at hand; ability to consider options within the scope of the College's mandate and power; and bring consistency and sound judgment to decision-making in accordance with procedural fairness principles set out in common law. *[Procedural Fairness]*
- Understanding of and ability to assess the risk that a decision might have on the public and make decisions proportional to the risk of harm to the public. *[Risk Assessment]*
- Understanding of the standards and scopes of practice that guide nursing and midwifery practice in British Columbia, and the ability to determine where a breach or potential breach might occur. *[Standards/Scope of Practice]*
- Awareness of the complex system in which the College works, including the partners within that system, and the impact that College decisions have on this greater community. *[System Thinking]*
- Ability to efficiently navigate and use the College's computer and conferencing systems, adhering to applicable security and privacy policies. *[Technological Competence]*

## Committee Compensation

All committee members are eligible to be remunerated for time (*prep and meeting time*) spent on the business of the college, in the amount

- approved by the board, and
- reimbursed by the college for reasonable expenses necessarily incurred in connection with the business of the college.



# Contact Us

Should you be interested in applying to be on one of these committees, please send your [resume and cover letter to Kanu Jacobsen at \[kanu@synergyonboards.ca\]\(mailto:kanu@synergyonboards.ca\)](#) We will respond to all who express interest.

## Search Team



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