

APPENDIX E

BOARD SKILLS REQUIREMENTS

CLIA Board Skills Matrix
General Definitions

Knowledge	An understanding or familiarity that is derived from formally studying the topic or having a depth or range of experience with respect to the topic.
Functional Expertise	Having the ability to perform a function as a result of knowledge acquired from formal training and/or practical application of the function through roles held currently or in the past. For example functional expertise in "Law" is illustrated by, at minimum, an LL.B.
Diversity	Attributes that lend themselves to achieving Board diversity, namely bilingualism, regional representation and gender diversity.
General Board Competencies. What does he/she offer the whole Board	Director competencies that have been shown to support the effectiveness of the Board.
Demonstrated Experience	Proven experience that is demonstrable by way of specific examples that illustrate credibility and an in depth, hands-on, practical understanding of the area in question.
Chair or Committee Leadership or Participation	May be suitable for a specific CLIA Committee. Complements other Board members and has the capacity, knowledge, interest and time to sit on a specific Committee of the Board.
Additional Value Add	Noteworthy skills, experience, knowledge, accomplishments that are over and above the specific requirements set out in the Matrix.

Specific Knowledge

Insurance	An understanding of the insurance world in general and professional liability insurance in particular
General Industry Standards	An understanding of principles and practices relating to: <ul style="list-style-type: none"> • Regulatory requirements • Insurance marketing (excess) • Reinsurance principles and practice • Underwriting principles • Claims management principles • Actuarial science principles • Policy drafting and interpretation
Professional liability insurance	An understanding of, and preferably experience with professional legal liability insurance
Legal knowledge and experience	An understanding of <ul style="list-style-type: none"> • Professional Liability defense • Coverage issues • Policy interpretation
Financial	An understanding of <ul style="list-style-type: none"> • Audit control • Budget analysis • Board oversight
Investment management	An understanding of investment approaches appropriate for a lawyer professional liability insurance program
Non profit board governance	An understanding of Board governance and roles of Board and employees particularly in the not-for-profit sector
Recent and relevant Law Society experience	An understanding of the role of law societies as the public interest regulators of the legal profession and the relationships between them

	and their insurance programs
Governance at the national level	<p>Knowledge/experience in the governance of national or regional bodies especially knowledge/experience includes:</p> <ul style="list-style-type: none"> • the relationships among organizations that come from all parts of Canada • understanding the unique nature of legal regulation in jurisdictions of all sizes (including very small ones).
Board Governance	Knowledge of and ability relating to strategic thinking, vision, Financial oversight, Risk management, and CLIA's mission

A Board Matrix Grid

Knowledge of:	Insurance				
	General Industry Standards				
	Professional liability insurance				
Functional Expertise in:	Legal knowledge and experience				
	Financial				
	Investment management				
Demonstrated Experience in:	Non profit board governance				
	Recent and relevant Law Society experience				
	Governance of law societies at the national level				
Diversity	Gender				
	Race / Ethnicity				
	Language - E and /or F				
	Regional Balance				
Board Governance	Strategic Thinking				
	Vision				
	Financial Acumen				

	Risk Management				
	Credibility/Stature				
	Integrity				
	Time Commitment				
	Commitment to CLIA's Mission				
Added Value	Brings added but not otherwise specified value				