

DIRECTOR - OFFICIALS

This Director acts as liaison between the Board of Directors and the officials of the province. He collaborates by providing the officials with information on competitions, seminars or technical documents received by Skate Canada. He has a complete overview of the Development program, in order to secure the training of officials with the development of skaters. He is a member of the High Performance Committee.

This person will have, in addition, experience as official, ideally at challenge level or higher. He easily manages stress and conflict situations. He is recognized as credible amongst officials' community. He maintains good relations with Skate Canada and possesses a strategic vision regarding officials' development. Being bilingual is required.

His role as Director

The Director is in good standing with Skate Canada, acting in the best interest of PATINAGE QUÉBEC and represents PATINAGE QUÉBEC during different events. The Director adheres to PATINAGE QUÉBEC values and is committed to absolute confidentiality on all aspects of PATINAGE QUÉBEC. He is involved with the organization and shows his interest in the different files. He is well prepared and participates actively to all meetings and expresses his honest opinion. He is not Director for a Club or a Region at the same time as being Director for PATINAGE QUÉBEC.

An independent person, the Director stays away from any conflict of interest real or apparent and reports immediately any potential conflict. The Director has a duty to fulfill his responsibilities towards the Board of Directors in an honest manner and in good faith with diligence and care. He must obviously comply with the code of ethics of the organization and his behaviour is exemplary at all times.

His responsibilities as Director:

- To participate to PATINAGE QUÉBEC events.
- To always participate or act with diligence, caution, competency and honesty.
- To get involved as per his knowledge, experiences and skills.
- To express his interest according to his skills and availabilities.
- To respect, at all times, the confidentiality of information obtained during his functions.
- To be supportive of the Board's decisions.
- To be on time and come prepared at meetings where he must serve.
- To participate actively and respectfully in discussions on all topics.
- To prepare, within the time set, any report or document required by his role.
- To maintain healthy relationships with other Directors and Executive Management as well as with everyone in the skating community.
- To participate honestly to the evaluation of his performance as Director, of the Board and of the Committee where he serves.
- To keep a healthy distance with his constituency and avoid any partisanship.
- To support the general management and collaborate with his vis-à-vis from the office.

The skills profile required:

Sense of responsibility: The Director is able to meet all his obligations and bear the consequences of his actions.

Sense of leadership: The Director is proactive and brings a significant contribution to the Board and in all his files. Recognized as a leader in his field, the Director brings a plus value to the debates at the Board and demonstrates versatility and openness as well as initiative.

Capable of Strategic thinking: The Director must be able to recognize the issues of PATINAGE QUÉBEC in different situations. He must recognize the risks, be vigilant and understand political, economic and social contexts of the organization. The Director is capable of perspective because of his professional experience.

Reliability: The Director has always done his tasks on time. He attends meeting when convened and participates actively.

Skilled communicator: The Director must be able to clearly express his ideas and be as strong on the listening mode. In fact, the Director participates in constructive dialogues and works to rally dissent opinions.

Sense of ethics and good judgment: The Director must behave in accordance with PATINAGE QUÉBEC code of ethics. He must be able to identify conflicts of value and ethical risks. The Director focuses on plus value important points. The Director always relies on facts instead of perceptions.

Integrity: The Director takes it at heart to always prevail PATINAGE QUÉBEC's best interests. He behaves in an honest manner and without reproach at all time. The Director uses the information he received because of his status, solely for PATINAGE QUÉBEC purpose. Also, he doesn't use his Director status in order to get any benefit.

Courage: The Director knows how to ask sensitive questions with tact and to respectfully express his support or disagreement to the proposals or actions of the President, the Executive Management or his colleagues.

Flexibility: The Director is always open to new possibilities and new ways of doing things. He is open to changes and knows that the past is no guarantee of the future.

Loyalty: The Director is faithful to his organization, his team and his role. He fulfills his responsibilities and duties in line with expectations.

Availability: The Director agrees to devote time and to be available to the organization. He must arrive prepared and well informed to all Board of Directors meetings.

Team spirit: The Director understands the link that unites everyone at PATINAGE QUÉBEC, he shares this sense of collaboration and of synergy within the organization and will work at any time for the wellbeing of the team, even if it means to the detriment of his personal benefit.