

## **HEO Board Skills Profile**

Each candidate's level of expertise/experience should be assessed on a five-point scale where 1 = no experience/expertise and 5 = substantial expertise/experience (for example, Board member or candidate has worked exclusively in this area). Please circle the number that best fits your level of expertise/experience in each category.

EXPERTISE	
Governance (Experience with systems by which organizations are controlled, operated and held to account)	1 2 3 4 5
Strategic Planning (Experience with defining a vision for the future and identifying goals and objectives for an organization)	1 2 3 4 5
Revenue Generation (Experience with activities undertaken to generate revenue, including sales/marketing)	1 2 3 4 5
Leadership Experience (Experience in leading people or an organization)	1 2 3 4 5
Financial Literacy (Knowledge and skills sufficient to make responsible financial decisions)	1 2 3 4 5
Legal (Experience with the system of law and its requirements)	1 2 3 4 5
Human Resources (Experience with hiring, administration and training of personnel)	1 2 3 4 5
Technology/Information Management (Experience with technology and the acquisition, custodianship and distribution of information)	1 2 3 4 5

Risk Management (Experience with forecasting and evaluating risk; identifying solutions to minimize risk)	1 2 3 4 5
Sport Knowledge/ Experience (Experience/knowledge of the game of hockey)	1 2 3 4 5
Media Relations (Experience in working with media to distribute the organization's key messages)	1 2 3 4 5
<b>Community Perspectives</b>	
Age (18-40, 41-55, 56-75)	
Gender Identity/Prefer not to say	
Member of under-represented groups, for example — BIPOC, LGBTQIA, etc	
Sport Level Knowledge/Experience: (Junior, Minor —High Performance, competitive and recreational, Para, Special)	
Geographic Region — Urban	
Geographic Region — Rural	

Please note that the Nominations Committee may seek to validate the above self-assessment. Candidate self-assessments and all candidate documents will be provided to HEO's voting members for their use prior to the 2024 HEO AGM.

**Please send this completed form along with a very brief resume (1-2 pages) to:**  
**Debbie Rambeau, Executive Director of HEO and Staff Liaison to HEO's Nominations**  
**Committee at [drambeau@hockeyeasternontario.ca](mailto:drambeau@hockeyeasternontario.ca)**

**DEADLINE FOR NOMINATION SUBMISSIONS ON**  
**Sunday JUNE 9<sup>TH</sup>, 2024 AT 11:59PM EDT**  
**NOTE: Incomplete or late submissions may be rejected.**