



Competency Matrix

To effectively achieve its mandate, the TICO Board is seeking directors with a mix of skills and experience to provide leadership, governance and strategic direction to the organization. The Board has identified fifteen competencies that are critical to achieving its mandate. Members complete Competency Self-Assessments. The results of those assessments are compiled and an analysis is completed to determine any gaps. This analysis supports and directs the recruitment process and informs the Board's development efforts. The Competency Matrix is reviewed regularly to ensure that the skills continue to reflect the needs of the organization. All directors receive an orientation prior to attending their first meeting and are supported by ongoing director development.