

Skills Matrix: Board of Health for the Grey Bruce Health Unit

1	Ethics & Integrity	Demonstrated commitment to ethical decision-making, transparency, public accountability. conflict of interest obligations.
2	Community Engagement & Responsiveness	Ability to engage with diverse community voices, understand local health needs, and reflect community perspectives in decision-making.
3	Strategic Thinking & Change Management	Ability to assess complex issues, anticipate future challenges, and contribute to strategic planning and organizational transformation.
4	Health Equity & Social Determinants of Health	Experience applying health equity frameworks, understanding social determinants of health, and ensuring inclusive decision-making.
5	Epidemiology & Data Literacy	Ability to interpret health data, epidemiological trends, and use evidence-based decision-making.
6	Risk Management	Ability to identify, assess, and mitigate organizational, operational, and reputational risks in a health context
7	Human Resources & Labour Relations	Understanding of HR policy, recruitment, retention, and unionized workforce relations in the public sector with experience in board-level oversight.
8	Communications & Media	Comfort with public speaking, media relations, and transparent public communication on sensitive health issues to build public trust on health issues.

#1, 2, 3 are expected of all board members, as a minimum

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9	Emergency Management	Familiarity with public health emergency preparedness, response protocols, and incident command systems and local emergency management coordination.
10	Indigenous Health & Cultural Competency	Knowledge of Indigenous health issues, reconciliation principles, and culturally safe approaches. with experience engaging and consulting with Indigenous communities.
11	Public Health knowledge	Understanding of core public health principles, Ontario Public Health Standards, and key population health indicators.
12	Governance & Board Leadership	Knowledge of governance roles, fiduciary duties, strategic planning, and experience serving on councils/boards of public sector or health-related organizations, with understanding of board dynamics and governance responsibility.
13	Finance & Budget Oversight	Understanding of financial statements, budget processes, and public sector funding mechanisms.
14	Legal & Regulatory Compliance	Knowledge of Ontario Health Protection & Promotion Act, other relevant legislation, and public health regulations.
15	Partnership Development	Ability to build and maintain partnerships with municipalities, healthcare providers, schools, communities and other sectors.
16	Political & Government Relations	Understanding of municipal, provincial, and federal political processes affecting public health and ability to navigate intergovernmental relationships.