



2023 Society Elections Board of Directors

ASSP seeks to develop a Board of Directors that has a strategic combination of demonstrated knowledge skills & abilities, personal attributes, expertise and competencies that ensure that our Board, has a diversity of experiences, perspectives, information, connections, and skills to carry out the mission of the organization.

2023 Election Recruitment

The ASSP Board of Directors is looking for candidates who have demonstrated experience in driving business change over a 3 – 5 year market shift.

Ideal candidates will:

- Possess an understanding of the external environments that the organization is currently operating in, including the business of the organization, market shifts, and trends in the OSH profession.
- Demonstrate capabilities in guiding strategic direction with a future focused mind-set.
- Have a clear understanding that professional staff's role is to execute the strategy set by the board, with the CEO having authority and oversight of operations.
- Be comfortable and confident in guiding strategy in a time of change, with the courage & willingness to make substantive decisions to protect the organization.

Diversity, Equity & Inclusion

ASSP believes in diversity and values the benefits diversity brings to our activities at all levels, including the board of directors.

Having leaders who reflect diversity in gender, race, and ethnicity and who have different life experiences and cultural backgrounds contributes to more balanced board deliberations and better decision-making. Creating an inclusive culture that embraces differences also best positions ASSP to address evolving member needs and advance the OSH profession.

To support this commitment, we require the consideration of diverse candidates in administering our board election process, including performing anonymous candidate evaluations in the first round of candidate evaluations.

Demonstrated Competencies

We seek to build a board that as a collective body, exercises essential competencies. To assist in creating those competencies, we need multiple board members who possess these desired competencies and can nurture those competencies within the board. We have identified the following:

1. **Board Governance:** A demonstrated understanding of the differences between oversight and supervision. Understands their accountability to govern for all members and the benefit of ASSP. Trusts the decisions made before them and understands their role to make decisions on behalf of the overall best interests of the organization.
2. **Strategic Agility:** A demonstrated ability to think strategically and analytically and to effectively communicate thoughts and the reasons for them. Sees ahead clearly; can anticipate future consequences and trends accurately; has broad knowledge and perspective; is future oriented; can articulately paint credible pictures and visions of possibilities and likelihoods; can create competitive and breakthrough strategies and plans.





3. **Business Acumen & Financial Management:** Demonstrated understanding of how businesses work; knowledgeable in current and potential future OSH policies, practices, trends, and information affecting his/her business and organization; knows the competition; is aware of how strategies and tactics work in the marketplace. Demonstrates financial literacy with an understanding of processes such as budgeting, reporting, forecasting, and ability to analyze financial statements, including balance sheet and income/expense statements.
4. **Decision Making Skills:** A demonstrated ability to use logic and reasoning to identify issues as well as the strengths and weaknesses of alternative solutions, conclusions, or approaches to problems. Ability to make informed decisions efficiently and take action when needed. Thinks strategically, manages complexity and acts decisively.
5. **Conflict Management:** Initiates successful resolution of conflict with other. Steps up to conflicts, seeing them as opportunities; reads situations quickly; good at focused listening. Ability to resolve conflict in a positive and timely manner. Maintains professionalism and emotional maturity when dealing with conflict.

Competencies expected from ASSP elected leaders

The Board has identified competencies required for each ASSP Leader, as outlined in [SOG 6.8](#). Candidates should be able to demonstrate these competencies and must verify they understand and can meet the expectations as outlined in the below competencies.

1. **Member Value Focused:** Acts with members in mind. Is dedicated to providing value to members; gets first-hand member information and uses it for improvements in products and services; establishes and maintains effective relationships with members and gains their trust and respect.
2. **Organizational Agility:** Knows the ASSP Councils and committees and their scope. Curiosity about and understanding of the history, processes and procedures of our organization. Willingness to observe the bylaws and board-approved policies and procedures.
3. **Emotionally Intelligent:** An earned reputation for emotional maturity, personal integrity, and honesty. Knows personal strengths, weaknesses, opportunities, and limits; seeks feedback; gains insights from mistakes; is open to criticism.
4. **Collaborative:** Demonstrated ability and willingness to work effectively and collaboratively in a group.
5. **Demonstrated professionalism:**
 - Regularly participates in continuing skill and knowledge development.
 - Demonstrates a high level of personal and professional integrity, trustworthiness, ethics and values.
 - Displays flexibility and open-mindedness.
 - Demonstrates professional and appropriate conduct in public.
6. **Commitment to ASSP:**
 - Demonstrates a commitment to ASSP through a history of participation in leadership roles and ASSP Foundation contributions.





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- Display's willingness and ability to commit the necessary time to fulfill ASSP leadership responsibilities effectively.
- Understands and is willing to support decisions and policies made by the ASSP Board.
- Willingness to speak positively and supportively, in any venue, about ASSP and its initiatives, positions and policies.

FAQ

1. How were the ideal candidate qualifications developed?

These qualifications were the outcomes of the Board evaluation process. The collective board participated in a self evaluation process, which informed board needs and priorities.

2. How will these competencies be measured?

The ideal candidate qualifications and competencies will be publicly shared with potential candidates. The competencies will also drive recruitment efforts and be part of the submission readiness resources. The nomination form, interview process, and evaluation forms will be enhanced to capture the candidates experience and expertise directly related to the identified qualifications and competencies. The N&E Committee has authority to make additional improvements/changes to the recruitment/evaluation process.

3. What is entailed in the anonymous evaluation round?

Submissions will be scrubbed by ASSP professional staff to remove names and other demographic identifiers. Members of the nominations & elections committee will evaluate the submissions and participate in a calibration call to discuss divergent ratings.

