

Board Member Competencies

Psychologist members of the NSRP Board are appointed through a competency-based process. The competencies below are excerpted from NSRP's Competency Matrix (Board and Statutory Committees), approved by the Board on May 15, 2026, and are the basis on which candidates for registrant Board seats are assessed. Public representatives are appointed by the Governor in Council.

Common Competencies

The following competencies apply to all Board and statutory committee members:

- **Independent thinking** — Ability to form and express views based on careful consideration of evidence, free from undue influence.
- **Personal integrity** — Demonstrated honesty, accountability, and ethical conduct.
- **Analytical and decision-making skills** — Ability to assess information critically and reach reasoned conclusions.
- **Sound judgment** — Ability to weigh competing considerations and exercise discretion appropriately.
- **Effective communication** — Ability to express views clearly in writing and in discussion.
- **Ability to work as a team member** — Ability to contribute to collective decision-making while respecting differing views.
- **Commitment to the public interest** — Willingness to serve fairly, impartially, and in service of the regulator's public protection mandate.
- **Commitment to equity, diversity, inclusion, and reconciliation** — Awareness of and commitment to these principles in regulatory work.
- **Time and attention** — Willingness and ability to devote the time needed to carry out the role responsibly.

Board Competencies

In addition to the common competencies, Board members are expected to bring competencies appropriate to the Board's strategic and oversight role.

Board members are not expected to bring all of these competencies on entry. The Board ensures the competencies are present collectively, through a combination of member contribution, training, and access to professional advice. Individual members are recruited based on their potential to contribute to the collective competency profile.

- **Regulatory governance** — Understanding of self-regulation, the public protection mandate, and the role of the Board within the RHPA framework.
- **Strategic thinking and policy judgment** — Ability to set direction, weigh competing considerations, and contribute to the development and approval of regulatory policy.
- **Risk awareness** — Ability to identify and consider risks to the regulator and the public.
- **Stakeholder awareness** — Understanding of the perspectives of registrants, the public, government, and other stakeholders.
- **Profession-specific knowledge (registrant members)** — Knowledge of the practice of psychology and the contexts in which it is delivered in Nova Scotia.

- **Public perspective (public representative members)** — Ability to bring a non-psychologist perspective on how regulatory matters appear or would be perceived.

The Board collectively maintains sufficient financial and audit literacy to discharge its fiduciary responsibilities, supported by member contribution, training, and professional advice as needed. Recruitment priorities take this into account.

Board composition requirements are set out in RHPA s. 7 and NSRP By-Law Article 16. Eligibility, including the definition of “good standing,” is set out in NSRP By-Law Article 1.2(f). Eligibility bars under RHPA s. 8 apply.

Excerpt from the NSRP Competency Matrix (Board and Statutory Committees), approved by the Board May 15, 2026. Issued by the Nova Scotia Regulator of Psychology, 2026.