



The Process

The ACSW recruits to fill volunteer committee vacancies using a competency-based selection process to ensure individuals are selected who have the necessary skillsets. The recruitment and appointment processes for individuals applying is to complete an [Expression of Interest Form](#), along with their current resume. The form includes questions about the competencies (capabilities, attributes and lived experience) of the applicant.

All expressions of interest are reviewed through a selection process. Qualified applicants will be contacted for interviews, if required. The qualified candidates will be recommended to Council for appointment.

The ACSW's competency-based selection process focuses on the appointment of individuals with the required competencies, as well as ensuring that a range of diverse perspectives are represented. Each member brings their unique background and competencies that contribute to collective discussions and decision making.

The Capabilities, Attributes and Expectations

The Competencies Profile identifies the attributes and capabilities of ideal registrants:

MINDSET ATTRIBUTES <i>To support strong decision-making in the public interest, every member will be expected to commit to developing and demonstrating the following mindsets:</i>	CAPABILITIES <i>To support strong decision-making in the public interest, collectively members demonstrate these capabilities. Each member is expected to bring some but not all of these capabilities.</i>
Accountable: able to take full responsibility for decisions and follow through on commitments; speaks the truth and has strong moral principles; acts with integrity.	Commitment: actively engage in pursuit of learning and professional development; understand the importance of preparing in advance of meetings; willing to dedicate the time needed to prepare efficiently to contribute to discussions and decisions for tribunals and complaint reviews. Actively engage and be responsive to correspondence email correspondence about drafts, decisions, etc.
Adaptable: appreciates at times plans will adjust to meet changing circumstances and needs.	Critical Thinking: ability to objectively analyze information, evaluate evidence, apply professional judgement to make informed decisions.
Collaborative: works well with others to achieve a common goal; a willingness to contribute to the College's mandate through committee participation.	Decision-making: demonstrate an ability to remain unbiased and make decisions fairly and in an informed way; ability to analysis information and focus on the relevant data for the decision.





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Confident: can acknowledge the discomfort of disagreement with a willingness to bring up dissenting views in the face of this discomfort.	Decision Writing: clearly and concisely document rationale of decision within the legal standard.
Curious: sees things from different perspectives; looks at old challenges in new ways; asks the “what if” and “why not”; demonstrates an interest to learn and develop; encourages diverse thinking, values and respects the expertise of others and uses this to build consensus.	Professional Standards and Professional Ethics: Knowledge and experience with the Social Work standards of practice and code of ethics.
Emotionally Intelligent: understand and skillfully manage emotions, especially when faced with conflict and confrontation, particularly when views expressed are different than your own; self-aware and professional.	Professional Regulation: understand self-regulation and procedural processes, including basic principles of administrative law, restorative justice, and applicable legislation, regulations, bylaws, policies and role of tribunal and complaint review committee.
Insightful: ability to bring knowledge and experience to what is relevant in the current situation; knows when to speak up and when to listen.	Public Safety: experience in protecting and acting in the public interest and in ensuring and safeguarding client safety.
	Public Service: ability to make decisions that prioritize protecting and serving public interest.

Volunteer Expectations

Volunteer members of the Membership List are required to participate in a minimum of two Hearing Tribunals or Complaint Reviews in a calendar year.

Meetings can last from a half day to three or more consecutive full days and are typically held virtually. There is one required training on Trauma Informed Training for Regulatory Organizations that takes approximately four hours. The ACSW will support further relevant professional development.

All meetings will require review of the materials prior to tribunal/committee meeting.

If you do not have all the capabilities listed in the Competency Profile, but can meet the expectations of the volunteer role, we would still encourage you to consider submitting your expression of interest.





ALBERTA COLLEGE OF
SOCIAL WORKERS

The Process to Express Interest

Interested candidates complete the expression of interest form and submit a current resume to:
acsw@acsw.ab.ca

