

## Ideal Candidate Description

### Introduction

Candidates for the Board of Directors are evaluated (rated) on several categories (qualities) that the Board believes are useful indicators of aptitude in preparation for the role of a PASS Director. None of the categories in the ideal description are mandatory. The mandatory requirements are listed in the [Application Guidance](#) document. The 2018 NomCom rates candidates against the ideal description from both their application and interview to determine how well suited they are to serve as a PASS Director.

The rating scale is: Weak (1), Acceptable (2), Strong (3), or Very Strong (4). An aggregate score for each category for each candidate will be published during the elections campaign period. This published score will give the community insight into the strengths of each candidate based on the NomCom's evaluation of their application and interview.

Please note: these are subjective ratings.

### 1. Experience with PASS

- a. Seasoned member of PASS
  - i. understand the benefits of being a member
  - ii. understand the challenges associated with membership benefits
  - iii. Established member – 5+ years
  - iv. Well versed with current initiatives
- b. Participated in multiple roles within PASS
  - i. Volunteer
  - ii. Attended events – Summit, BAC, SQLSaturday, etc.
  - iii. Presented at PASS-related events
- c. Established relationships with PASS HQ

### 2. Strategic Vision for PASS

- a. Able to articulate the vision of PASS as approved by the Board of Directors
- b. Ability to determine community needs
- c. Ability to explain their vision for the next 1–5 years and how it aligns with the PASS goals
- d. Ability to explain any differences from the current vision and mission statement
- e. Ability to support the strategic priorities of the Board

### 3. Understanding of PASS

- a. Clear understanding of the PASS Board composition, including the various committees chartered by the Board
- b. Grounded to the community and able to constructively accept and apply external feedback
- c. Conversant with all events owned, sponsored, or branded by PASS
- d. Conversant with the PASS Bylaws
- e. Conversant with the role of PASS HQ
- f. Understands that the role of a Board member is not to solve technical problems

#### **4. Other Board Experience**

- a. Ability to recognize the equality of Directors
- b. Ability to become versed on Board/Exec goals in a short time period
- c. Basic political skills
- d. Experience volunteering in a capacity that does not have direct authority
- e. Ability to build consensus
- f. Ability to accept a compromise
- g. Ability to take an unpopular stance
- h. Ability to articulate a view on transparency and the role it plays in Governance

#### **5. Written and Verbal Communication Skills**

- a. Must be fluent in English – both written and spoken
- b. Ability to clearly and concisely communicate ideas, concerns, or objections in both writing and in person
- c. Knowledge to appreciate when it's appropriate to email/write vs. make a phone call or discuss in person
- d. Experience with public speaking (desirable)
- e. Respectable social media presence

#### **6. Leadership/Management Skills**

- a. Mentor in the PASS community (either officially or unofficially)
- b. Experience leading and managing in a consultative and collaborative manner
- c. Experience dealing with conflict
- d. Ability to delegate
- e. Ability to work across silos/cross functional teams and managing a variety of stakeholder groups
- f. Ability to recognize when change is necessary
- g. Willingness to build relationships with Board and HQ
- h. Ability to effectively deal with conflict
- i. Experience working in a matrix environment

#### **7. Financial/Budget Experience**

- a. Ability to effectively contribute to financial decisions
- b. Familiar with the current PASS budget
- c. Familiar with the most recent PASS financial statements

#### **8. References**

- a. Strong references from other PASS members involved in PASS leadership
- b. References that speak to the candidate's network – national and global level
- c. Strong references from current employer/client

#### **9. Influence**

- a. Name recognition and sizeable network within their region
- b. Strong network that is authentic and trustworthy
- c. Ability to build a network to find volunteers, sell ideas, and get meaningful feedback

#### **10. Time Management Skills**

- a. Ability to work remotely
- b. Ability to handle competing schedules
- c. Has evaluated the time commitment of serving on the PASS Board
- d. Has discussed time demands with employer/family