**Competency Matrix**

**Knowledge/Experience Requirements**

- Related experience with an understanding of administrative law, quasi-judicial hearing processes, and the interpretation and application of legislation and policy.

- Knowledge of principles of natural justice and the ability to be fair, impartial, objective and open minded.

- Strong analytical skills and the ability to take complex information and diverse points of view into consideration in making sound decisions.

- Demonstrated problem solving skills and abilities to respond to contentious, controversial issues within politically sensitive environments.

- The ability to articulate views in discussions along with well developed writing and editing skills.

- Demonstrated capacity in and commitment to team building.

- Familiarity with public land and natural resource regulatory systems, surface rights and land compensation issues, along with experience in mediation would be an asset.

- Computer skills to organize, interpret and present information.

**Academic Background**

A related post-secondary education is preferred.