

## Criteria and Competencies for Appointment

The criteria and competencies for appointment as a Provincial Court Judicial Justice include:

### Criteria:

- At least five years in the practice of law (those with less legal practice experience may be considered if they have a range of related experience)
- Superb legal reputation and a professional record review from the Law Society of British Columbia
- Experience in mediation or alternative dispute resolution
- Respected and valued member of the community
- Good health
- Appreciation of and experience with diversity
- Willingness to travel and to sit in all subject areas

### Competencies:

- Commitment to continuing education: Conscientiousness, commitment to high standards
- Decision-making: Decisiveness, confidence, courage, independence, impartiality
- Communication and authority: Firmness without arrogance, courtesy, patience, tolerance, fairness, sensitivity, compassion, self-discipline
- Professionalism and temperament: Capacity to handle stress and isolation of judicial role, sense of ethics, patience, honesty, tolerance, consideration of others, personal responsibility
- Effectiveness: Commitment to public service, commitment to efficient administration, self-discipline
- Leadership and management for judicial justices holding administrative positions: Flexibility, Responsibility, imagination, commitment to efficient administration
- Fairness, diplomacy, some administrative experience preferred