



**BOARD  
COMPETENCY  
MATRIX  
– March 2023 –**

Competency		Jair Garcia	Rob Bell	Paul Ray	Susan Blair	Bill Lopez	Pat Hinnegan	Tye Perrett	Daniel Leduc	Chris Wilson	Isabelle Mongeau
		Past Chair	Chair	Vice-Chair	Treasurer	Director 1	Director 2	Director 3	Director 4	Director 5	Director 6
<b>Knowledge of/experience in Canadian animal health industry</b>	Years of experience in animal health industry, with global experience valued (1-5; 6-10; 11-20; 21-30; 31+ years)	21-30 years	31+ years	21-30 years	31+ years			21-30 years	21-30 years	21-30 years	
	Formal education with a focus on animal health (diversity among DVM, RVT, Ag Science, and other formal degrees)	DVM	DVM MBA	B.Sc. Microbiology	B.Sc. Ag			DVM	B.Sc. Biol	B.Sc.	
	Experience in the provision of animal health services (veterinary, RVT, industry rep, management, etc)				Note 2				Note 1	Note 2	
<b>Sector representation</b>	Large company (4 on the Board in any given year)										
	Distributor (1 on the Board in any given year)										
	Small company (2 on the Board in any given year)										
	Livestock veterinary services										
	Companion animal veterinary services										
	VHP/feed manufacturer										
<b>Areas of expertise</b>	Commercialization of companion animal health products										
	Commercialization of livestock health products										
	Commercialization of veterinary health products / feeds / pet foods										
	Regulatory										
	Financial										
	Communications/marketing										
<b>Diversity</b>	Gender (female or non-binary)										
	Ethnicity (non-Caucasian)										
	Geographic (non-ON; non-QC)										
	Other (specify)										

<sup>1</sup> Ind. Rep., Mktg Director, Agency & Communications, Vet Online Community

<sup>2</sup> Industry Rep. Marketing Mgmt

<sup>3</sup> Industry Management