Upholding and protecting the public interest

2019 - 2021 STRATEGIC PLAN
OUR VISION: Responsible resource management supported by accountable and trusted professionals

Goal 1: Enhancing Accountability and Transparency

1.1. Member competencies are verifiable
1.2. The process of member accountability is clear
1.3. Enhanced tools support continuing improvement for members

Accountability and transparency are fundamental tenets of the College’s work. Outcomes of this work will include:

• A rigorous credentialing process to accept qualified individuals, and a clear and transparent process for member applications
• Improved Continuing Professional Development (CPD) tracking and reporting, including implementation of mandatory online CPD tracking
• Development and implementation of a Practice Review program
• Development of defined Scope of Practice for applied biologists
• Development of additional practice guidance documents
• A membership that is well-represented in all categories and reflects the diversity of BC’s population

Goal 2: Building Trust and Awareness

2.1. The College is respected as a trusted and valued organization
2.2. The College enforces high standards of practice
2.3. The College communicates regularly with the public and its members

The College takes pride in its work and wants to ensure that the value of hiring accountable professionals is understood. Outcomes of this work will include:

• An established Right to Practice for applied biology professionals
• The Principles of Stewardship are widely promoted and implemented
• Review of all allegations of poor member practice by the College’s Complaint/Investigations process, with action as required
• The College meets government requirements as set out by the Professional Reliance Review
• Members understand and recognize the value of being a registered professional, and promote their membership in the College to employers and others
• Members regularly engage with and share information about the College
• Employers recognize the value of all professional biology designations
• The College is regarded as a reliable source for input and information
OUR MISSION: To serve the public by regulating applied biology professionals

Goal 3: Strengthening Strategic Partnerships

3.1. The College works collaboratively with professional partners to uphold the public interest

3.2. The College works with employers, organizations, Indigenous peoples and contractors to promote the hiring of registered professionals

The College’s mandate includes cooperation with others, such as other professional associations, governments (provincial and local), Indigenous peoples, industry, academia, non-government organizations, communities and the public. Outcomes of this work will include:

• Employers increasingly seek to employ staff and consultants who have a professional biology designation and respect their advice
• Registrant categories that reflect the diversity of practice
• Enhanced opportunities for Indigenous peoples to become College members
• Increased collaboration with government, professional associations and others on common goals around professional accountability
• Increased number of accreditations agreements with post-secondary institutions and other organizations

Our values:

• **Informed by science**: We adhere to high standards of practice that are grounded in science and follow the Principles of Stewardship
• **Ethical**: We take a fair, transparent and judicious approach to the application of College processes
• **Accountable**: We are responsive and transparent in our relationships with the public, employers and College members
• **Collaborative**: We build relationships with others to protect the public interest
Goal 4: A Healthy and Progressive Organization

4.1.  Council and staff express pride in their contribution to the profession and membership

4.2.  Council and committee members are selected based on merit and bring diverse backgrounds and expertise

4.3.  Staff and volunteers are qualified, trained and fulfilled in their roles

4.4.  Volunteers and staff are valued

4.5.  The College identifies clear priorities and resources to support effective program delivery

A strong organization, supported by staff and volunteers, is necessary to fulfill our mandate. Outcomes of this work will include:

• A merit-based process is used to select Council and committee members
• Council and committees include diverse regional, ethnic, gender and age representation; as well as diverse professional backgrounds and designation levels
• Professional and lay members feel their input is valued and respected
• Employers understand the value of volunteering with the College and support their staff participating on Council and committees
• Council and staff have clear roles and responsibilities; performance reviews are conducted regularly
• Improved processes and comprehensive governance policies for statutory committees
• Succession plans have been developed for Council, committees and staff
• Training is provided to enable staff and volunteers to perform their roles well, including Indigenous awareness training
• Revenue sources have been enhanced and diversified to meet identified needs
• Staff have reasonable workloads and good office space; staff retention is high
• Appropriate systems are in place to ensure the organization is resilient to change

Cover photo: Browsing elk, (c) Judith Cullington