

# Board Skills Matrix

<b>Name</b>	
<b>Date</b>	

## 1. Personal attributes

<i>Choose 5 characteristics that best describe you:</i>	✓
I am willing to voice strong views, opinions, or positions even when confronted by dissent or political risk	
I see the big picture, and have the ability to imagine future scenarios and possibilities	
I believe that utilising the skills, experience, and expertise of each individual is key in making genuine progress and achieving goals	
I feel confident in making decisions, even when information is incomplete and circumstances are uncertain and/or complex	
I communicate using facts, data, and evidence to support my arguments and opinions	
I am genuinely interested in the opinions and perspectives of others, and engage in a way which elicits an accurate understanding of other's viewpoints	
I look beyond the obvious and don't necessarily accept an initial proposition. I am prepared to challenge the status quo and/or play devil's advocate if I believe it will potentially lead to a better outcome	
I like to communicate new ideas in an energetic, positive, and passionate way	
I pay attention to details. It is important to understand causes as well as the effects, and the relationship, if any, that exists between the two	
I try and ensure that a problem has been accurately defined and thoroughly analysed before moving to solutions	
<b>Please select 5 only</b>	

## 2. Competencies

<i>Please rank yourself against each of these areas</i>				Please number 1 to 4 in each box
1. Developing	2. Average	3. Strong	4. Highly skilled	
<b>Manages complexity</b>	An ability to assimilate and synthesise information to enable complex situations and issues to be managed effectively			
<b>Drives vision and purpose</b>	Articulates a compelling, inspired and relatable vision with a sense of purpose in a way which influences and inspires others			
<b>Courage</b>	Tackles difficult issues with optimism and confidence			
<b>Team orientated/ Collegiate</b>	The ability to work as part of a team with the desire and commitment to make a genuine and active contribution			
<b>Innovative and imaginative</b>	An ability to 'think outside the square' and suggest and develop innovative and imaginative approaches and ideas			
<b>Effective communicator</b>	Delivers messages in a clear, compelling and concise manner and actively listens to other's viewpoints			
<b>Strategic mindset</b>	Sees the big picture, imagines future scenarios, formulates a clear strategy and the steps to achieve strategic goals			
<b>Sound judgement and common sense</b>	Makes high quality decisions, through prudent issue diagnosis, astute use of data and information, and sound judgement			

3. Areas of Expertise/Skills				
Please rank yourself against each of these areas				Please number 1 to 4 in each box
1. Little or no experience	2. Some knowledge/ experience	3. Sound knowledge/ experience	4. Qualification or extensive senior experience	
Executive leadership and management	Extensive experience in senior management roles in medium to large organisations, ideally with exposure to a range of political, cultural, regulatory and business environments			
Strategic planning and delivery	Extensive experience in leading strategy development through the identification and critical assessment of strategic opportunities and threats. Track record in successful oversight and delivery of strategic and operational plans			
People, culture & conduct	Board People & Culture committee membership or senior management experience in relation to people and culture, remuneration, and WH&S. An understanding of the employment and remuneration regulatory environment			
Health environment	Strong understanding of public health and knowledge of funding mechanisms available in Australia			
Research environment	Senior academic leader in research with proven track record in attracting funding, directing research programs and publishing high quality peer reviewed articles			
Government/Government relations	Experience in the government sector at a senior level and/or senior executive experience working closely with government to deliver strategies, projects and/or services			
Philanthropy/Fundraising	Senior executive experience in fundraising and/or philanthropy, with a deep understanding of different fundraising channels/mechanisms to create long term sustainable giving strategies			
Governance	Understanding and experience in best practice corporate governance especially as it relates to the not for profit sector. Some understanding of the NFP regulatory environment			
Risk management	Understanding of, and experience with, risk management methodologies, principles and practices. Ability to identify key risks and monitor risk management frameworks and systems			
Financial, accounting, and audit management	Senior executive or equivalent experience in financial management and oversight. Ability to understand and analyse key financial statements and contribute to strategic financial planning. Ability to probe the adequacies of internal financial controls and financial audit experience			
Commercial experience and acumen	An understanding of how businesses operate, the wider environment in which businesses operate, and an awareness of the key factors that underpin business performance. The experience, knowledge, and confidence to make sound commercial judgements			
Investment management	Extensive investment management experience and/or previous Board Investment Committee performance			
Legal	Senior executive with a legal qualification and experience particularly with reference to commercial contracts, employment, litigation, and compliance			
Technology/Digital expertise	An understanding of the role of technology in businesses and organisations, with particular regard to the application of technology to drive efficiencies and innovation			
Marketing & Communications	Senior executive experience in marketing, communications and/or public relations. In depth knowledge of brand value, positioning and reputation risk management. Understanding of digital marketing and media			

4. Stakeholder experience and connections	
<b><i>Tick all that apply</i></b>	✓
Corporate/Business	
Media	
Government/Political	
Community	
Philanthropy/Fundraising	
Research	
Education	
Access to other resources (VIPs, foundations, C suite)	
Ability/Willingness to drive or host events	

<b><i>Thank you for taking the time to complete the Board Skills Matrix</i></b>
---