

## Meeting of the Nomination Committee

2.00 pm on Thursday, 24 September 2020  
via MS Teams

### Agenda

<i>No.</i>	<i>Item</i>	<i>Pages</i>	<i>Presenter</i>
6.	Governor skills matrix: updated	3 - 6	JS

**Date of next meeting**  
tbc

**Members:** Jerry Cope (Chair), Duncan Brown, Michael Cutbill, Hilary McCallion, David Phoenix and Rashda Rana

**In attendance:** Kerry Johnson and James Stevenson

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Skills Audit - Members of the Board of Governors at September 2020

Experience Rating: High (H), Medium (H) or Low (L)	Independent governors									
	Jcope	MC	DB	Jcole	PF	ML	JP	RR	DS	VT
<b>Skill and Experience Description</b>										
<b>Audit:</b> Audit processes; development of policies, procedures and processes for the effective management of organisational risk.	M	H	H	H	M	H	H	M	M	H
<b>Commercial experience:</b> A broad range of commercial/business experience	H	H	M	M	H	H	H	H	H	H
<b>Corporate governance:</b> Knowledge and experience in best practice corporate governance structures, policies and processes (particularly in the not-for-profit context).	M	H	M	M	H	H	H	H	M	H
<b>Education:</b> Working with academics and students; involvement in secondary, further and higher education institutions; knowledge of the student experience.	M	M	L	L	H	M	M	H	L	M
<b>Entrepreneurship:</b> Developing, organising and managing an enterprise; demonstrable track record as a successful entrepreneur.	M	M	L	L	L	M	M	L	H	H
<b>Equality and Diversity:</b> Understanding of the strategic implications for the Group of EDI.	M	H	M	M	M	M	M	H	H	M
<b>Estate Management and capital projects:</b> Management and strategic development of and investment in existing estate and construction of new facilities. Experience in the delivery of large infrastructure projects.	M	L	L	L	M	H	M	H	L	M
<b>Finance:</b> Financial reporting and operational management. The ability to: - analyse key financial statements - critically assess financial viability and performance - contribute to strategic financial planning - oversee budgets and the efficient use of resources - oversee funding arrangements and accountability	H	H	H	H	H	H	M	H	H	H
<b>Government and Public Affairs:</b> An understanding of policy-making in government and networks with key representatives in the sector.	H	L	L	M	H	H	M	M	L	L

Governors leaving

HM	MLN
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L	M
L	L
M	H
H	H
M	M
M	H
L	M
M	M
M	H

Staff and student governors

NM	DP	TR	MS	HT
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M	H		L	M
M	M		L	L
M	H		L	M
H	H		H	M
M	M		M	L
H	M		M	M
M	M		L	L
M	M		M	M
M	H		L	M

Experience Rating: High (H), Medium (H) or Low (L)	Independent governors									
	Jcope	MC	DB	Jcole	PF	ML	JP	RR	DS	VT
<b>Skill and Experience Description</b>										
<b>Health:</b> Knowledge and experience in health and networks in health and the NHS.	H	L	L	L	M	L	L	M	L	L
<b>Human Resources:</b> Best practices in human resources including organisational and cultural development, employment legislation and labour relations.	H	M	L	L	L	M	M	L	L	M
<b>International:</b> Professional experience in the international sphere.	M	L	L	M	H	H	H	H	M	H
<b>IT and technology:</b> Knowledge of enterprise IT, cyber security and strategic understanding of digital trends.	L	M	M	L	L	M	M	M	M	L
<b>Local Community:</b> Active involvement in organisations which are embedded and representative of the local area's social and cultural diversity.	M	L	L	L	L	M	M	M	L	L
<b>Marketing &amp; public relations:</b> Development and implementation of national and international marketing strategy. External positioning and reputation management.	M	H	L	L	M	M	M	L	L	M
<b>Regulation and policy:</b> Knowledge of the HE regulatory and policy environment. Ability to identify key issues for LSBU and contribute to the development of policies.	M	M	L	L	H	M	M	M	L	L
<b>Research funding:</b> Knowledge of research policy and funding in HE. Role and importance of national and international research collaboration in HE.	L	L	L	L	H	L	M	L	L	L
<b>Risk and compliance oversight:</b> Ability to identify key risks to LSBU in a wide range of areas, including legal and regulatory compliance, and ability to monitor risk and compliance management frameworks and systems	M	M	H	H	M	H	H	H	L	M
<b>Senior Management:</b> Leading organisations and resolving the issues and challenges which face them; developing and implementing strategy for the same.	H	H	M	H	H	H	H	H	H	H

Governors leaving	
HM	MLN
H	H
M	H
L	M
L	L
L	H
L	L
M	H
L	M
L	H
H	H

Staff and student governors				
NM	DP	TR	MS	HT
L	M		L	L
M	M		M	L
M	H		L	L
L	M		H	M
M	H		L	M
L	M		M	M
M	H		M	M
H	H		L	L
M	H		L	M
L	H		L	M

Skills Audit - Members of the Board of Governors at September 2020

Experience Rating: High (H), Medium (H) or Low (L)	Independent governors									
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<b>Skill and Experience Description</b>										
<b>Strategy:</b> Ability to think strategically and identify and critically assess strategic opportunities and threats, and develop effective strategies in the context of the strategic objectives of LSBU and relevant government policy.	H	H	M	H	H	H	H	H	M	H

Governors leaving

HM	MLN
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M	H
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Staff and student governors

NM	DP	TR	MS	HT
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M	H		M	M
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