

List of skills and knowledge required to maintain a balanced board

Please rank the following skills that you *may* have

Ranking		Ranking	
1	No experience	4	Extensive experience/Competent
2	Would welcome development	5	Expert/Role model
3	Basic understanding		

Generic Skills that all Board members should have		Ranking	Additional comments or details of experience
1.	<u>Working with others:</u> Ability to engage effectively; facilitate constructive discussion and successfully influence a diverse range of stakeholders.		
2.	<u>Strategic thinking:</u> Ability to think strategically and contribute to the development of strategies and delivery of outcomes in challenging circumstances.		
3.	<u>Evidence and decision making:</u> Ability to weigh up conflicting opinions, complex evidence and exercise reasoned judgement when reaching or contributing to decisions.		
4.	<u>Effective Communication:</u> Ability to communicate effectively ensuring confidence and credibility.		
5.	<u>Governance:</u> Working experience and understanding of how governance works in major public, private or voluntary organisations		

Additional skills set that some individual members should have, which bring balance to the board	Ranking	Additional Comments or details of experience
6. Experience at a senior level of industry, including large employers in the priority sectors		
7. Knowledge and experience of the SME sector		
8. Knowledge and experience of how young people, from all backgrounds, interact with the education, skills and employability sectors		
7. Knowledge and experience of economic development in a Scottish and UK context, in particular regarding interactions with education, skills, employability and/or labour market issues		
8. Knowledge and experience of local/community engagement (recognising a geographic spread throughout Scotland and reflecting both urban and/or rural contexts) and/or the voluntary/third sector in relation to skills and employability matters		
9. Knowledge and experience of delivering in a large public sector organisation, including in a further or higher education institution		
10. Business Management Skills		
11. Financial Management Skills. Advance skills and substantial experience in this area (which includes audit and risk management experience)		
12. Skills and experience of delivering innovative and integrated services to individuals, companies, and communities		

13.	Skills and Experience in commissioning and supply chain management		
14.	Skills and experience of delivering complex transformation programmes including technology enabled change		