

BOARD COMPETENCY SUMMARY PAPER

Report by Sarah Hyslop

PURPOSE

1. To provide an update on the current competencies of the Board of Trustees

TRUSTEE ACTION

2. **Note** the summary of the current Board competencies and the outstanding submissions
3. **Note the potential** problem / risk areas.

SUMMARY

4. All current Trustees have been asked to complete the Board Competencies – for some this is an update to the 2014 process for others it is a new submission.
5. Problem / Risk Areas will be highlighted once all submissions have been received:

No Professional Competency = Problem

1 or 2 Professional Competency = Risk

6. Submissions awaiting from the following Trustees;

- Richard Pywell
- Jen Ashworth (Maternity leave)
- Ian Owens
- Helen Wilkinson

Capacity and availability to deal with NBN matters. This information will help when trying to target requests to Trustees and deal with delegation from the Chairman.

Capacity	Detail	Responses
Low	Can attend Board meetings and nothing else	
Moderate	Can attend Board meetings and have limited capacity to assist outside of meetings	4
Medium	Can attend Board meeting and have some capacity to assist when required	2
Medium to High		1
High	Can attend Board meetings and can fully assist NBN when required	2

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Required Competencies and Rank

Competency	Summary	Problem / Risk Areas
Financial Management	None: 1 Limited: 2 Working Knowledge: 6 Professional Competency: 1	TBC – potential risk area
Governance	None: 1 Limited: 2 Working Knowledge: 5 Professional Competency: 2	TBC – potential risk area
Public sector biodiversity agenda	None: 1 Limited: 1 Working Knowledge: 5 Professional Competency: 4	
Voluntary sector recording community	None: 1 Limited: 1 Working Knowledge: 6 Professional Competency: 2	TBC – potential risk area
Risk Management	None: 2 Limited: 1 Working Knowledge: 5 Professional Competency: 2	TBC – potential risk area
IT	None: 1 Limited: 4 Working Knowledge: 4 Professional Competency: 1	TBC – potential risk area
Government policy	None: 2 Limited: 1 Working Knowledge: 4 Professional Competency: 3	
Research	None: Limited: 2 Working Knowledge: 2 Professional Competency: 6	
Strategic planning	None: 1 Limited: 1 Working Knowledge: 5 Professional Competency: 3	

Desired Competencies and rank

Competency	Summary	Problem / Risk Areas
Biological recording	None: 1 Limited: 1 Working Knowledge: 6 Professional Competency: 2	TBC – potential risk area
Uses of biodiversity data	None: 0 Limited: 0 Working Knowledge: 3 Professional Competency: 7	
HR	None: 2 Limited: 4 Working Knowledge: 4 Professional Competency:	TBC – potential problem area
Marketing	None: 4 Limited: 3 Working Knowledge: 2 Professional Competency: 1	TBC – potential risk area
Change management	None: 3 Limited: 1 Working Knowledge: 3 Professional Competency: 3	
Environmental consultancy	None: 4 Limited: 4 Working Knowledge: 1 Professional Competency: 1	TBC – potential risk area
Internal audit	None: 2 Limited: 4 Working Knowledge: 4 Professional Competency: 0	TBC – potential problem area
Legal: Company & Charity Law	None: 3 Limited: 5 Working Knowledge: 2 Professional Competency: 0	TBC – potential problem area
Communications	None: 1 Limited: 1 Working Knowledge: 8 Professional Competency: 0	TBC – potential problem area
Legal: IPR	None: 7 Limited: 1 Working Knowledge: 2 Professional Competency: 0	TBC – potential problem area
Legal: Health & Safety	None: 2 Limited: 3 Working Knowledge: 5 Professional Competency: 0	TBC – potential problem area