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**NOMINATIONS COMMITTEE**

**REPORT**

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| **Subject:** Recruitment of Board members | | **Purpose:**  **For Approval**  **For Discussion**  **For Information** | |
| **Prepared by:** James Ayling | | **Date:** 9 October 2017 | |
| **Purpose:** To consider the appointment of two new Board members | | | |
| **Linked to Strategic Goal** 1: Respond to the needs of our region. | | | |
| **Executive Summary:**  Jane Martin and Gillian Crosier have resigned from the Board which creates two vacancies. Gillian Crosier had significant experience in organisational development and Human Resources. Jane Martin had significant industry experience in the bio pharmaceutical industry.  Members are asked to consider the current skills mix of the Board and identify any gaps with a view to identifying the skills and knowledge profile we would seek from two new members and agree the recruitment process to be used.  To assist in the determination the following information is provided;   * A schedule of Borders College Board membership and tenures. * A pen picture of each of the current Board members giving details of their experience and skills. * A Board Member’s Core Skills Matrix. * Scottish Government’s Board requirements * A Schedule showing current Committee membership.   Committee members are referred to the College Sector Board Appointments 2014 Ministerial Guidance which provides information on the requirements of the relevant Education Acts and the duties of the Board and Ministers with regards to succession planning. Committee members were also issued in February 2017 with “light touch guidance “ from the Scottish Government on Board succession planning. The Committee should also note the current bill going through the Scottish Parliament on gender representation on public Boards and the Scottish Government’s programme to encourage organisations to sign up to the Partnerships for Change for gender balance on Boards.  As well as possessing the required knowledge, skills, attributes and experience enumerated in the above guidance, the Committee should note that the Board of the Borders College should where possible have members which reflect the makeup of the population of the Scottish Borders and a majority should have proven experience or knowledge of the Region.  In addition to the above the Committee should note that it has previously identified that there is no one on the Board with a legal background. Experience in digital technology and local industry with one of the major employers in the area would also be advantageous. Likewise the Committee is committed to increasing the diversity of the Board and has previously agreed that the protected characteristics the Board would most benefit from were race and disability along with LGBT plus. | | | |
| **Recommendation:**  Members are asked to identify the skills and knowledge profile required of new members and agree the appointment and selection process. | | | |
| **Previous Committee Approvals:**  None | | | |
| **For publication** | **For publication with redactions** | | **Not for publication** |