

# NOMINATIONS COMMITTEE REPORT

<b>Subject:</b> Recruitment of Board Members	<b>Purpose:</b> <b>For Approval</b> <input type="checkbox"/> <b>For Discussion</b> <input checked="" type="checkbox"/> <b>For Information</b> <input type="checkbox"/>
<b>Prepared by:</b> Ingrid Earp	<b>Date:</b> 12 October 2021
<b>Purpose:</b> To discuss and agree recruitment of new Board Members and skills/experience required.	
<b>Linked to Strategic Ambition:</b> Take a leading role in enabling an inclusive, resilient and sustainable Scotland  <b>Performance Measures:</b> Recognise nationally as a progressive organisation	
<b>Linked to Strategic Risk Register:</b> New Risk (outwith themes)  <b>New Risk Commentary:</b>	
<b>Executive Summary:</b>  <p>The Board currently comprises of 15 members. We have one independent member vacancy and two terms of office of independent members ending in July 2022. We also have the post of Chair vacant. At the time of writing Scottish Government are running a recruitment campaign for this post. An election of a second student member will take place in the first term of the new academic year. Under statute the number of Board members are set as no fewer than 15 and no more than 18.</p> <p>Skills and experience gaps have been identified in Audit, Tourism, Economic Development and Rural. In the past we have struggled to attract Members from the private sector in particular, and to aid us with this it is proposed that we use the recruitment agency ASPEN in the first instance to identify suitable candidates. A regular recruitment process will be undertaken alongside the agency search.</p> <p>Members are asked to consider the skills gaps identified and the recruitment process to be used.</p> <p>Under the College Sector Board Appointments 2014 Ministerial Guidance <a href="https://www.gov.scot/publications/college-board-appointments-guidance/">https://www.gov.scot/publications/college-board-appointments-guidance/</a> it is recommended that a person external to the College is included in all aspects of recruitment. We would propose that in the initial stages the recruitment agency act as this person and then Gillian Crozier, ex Board Member, has very kindly agreed to be involved thereafter.</p> <p>Members are asked to agree this approach.</p>	

To assist Members the following information is provided;

- A schedule of Borders College Board membership and tenures.
- Scottish Government Public Body Board Succession Planning guidance – key issues.
- Board Diversity Planning suggested checklist.
- A Schedule showing current Committee membership.

As well as possessing the required knowledge, skills, attributes and experience, the Committee should note that the Board of 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.

We are committed to increasing the diversity of the Board and the Board Secretary has compiled a list of organisations to reach out to prior and during a recruitment campaign.

**Recommendation:**

Members are asked to agree the skills and knowledge profile required of new members and agree the recruitment process.

Reaching under-represented groups will be a priority and members are asked to agree how best to achieve this.

Members are also asked to agree the inclusion of the agency (ASPEN) and Gillian Crozier in the recruitment process as suitable to undertake the role of 'external' during the recruitment process.

**Previous Committee Approvals:** No

For publication ☒

For publication with redactions ☐

Not for publication ☐