|  |  |
| --- | --- |
| **Full Name:** |  |
| **Email:** |  |
| **Phone Number:** |  |

The Board seeks directors who demonstrate a diverse range of skills and experience and is committed to developing and supporting emerging directors as well as identifying those who bring years of experience to the table. It is the collective skills and experience that enables the board to ensure the College can meet its governance obligations.

Governance Skills and Experience

| **Focus Area:** *Please provide supporting examples (evidence) for your ratings or other related comments (if any)* | **Self-Assessment:** *Please select the most relevant statement, using rating scale set out below.* |
| --- | --- |
| **Strategy*** 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 the College.
 | * Minimal experience and unfamiliar with board-level responsibilities
* Foundational understanding with limited application of skills at strategic level
* Capable practitioner with solid knowledge and able to make meaningful contributions
* Strong expertise with sectoral relevant and consistently applies insights to guide outcomes
* Deep expertise with extensive board-level impact
 |
| **Supporting comments**  |
| **Policy Development*** Ability to identify key issues and opportunities for the College within the not for profit and education industries and ensure appropriate policies have been developed which define the parameters within which the College should operate.
 | * Minimal experience and unfamiliar with board-level responsibilities
* Foundational understanding with limited application of skills at strategic level
* Capable practitioner with solid knowledge and able to make meaningful contributions
* Strong expertise with sectoral relevant and consistently applies insights to guide outcomes
* Deep expertise with extensive board-level impact
 |
| **Supporting comments**  |
| **Financial Oversight*** Knowledge and experience in accounting and/or financial management and the ability to analyse key financial statements.
* Ability to critically assess financial viability and performance, contribute to strategic financial planning, oversee budgets and the efficient use of resources, and oversee funding arrangements and accountability.
 | * Minimal experience and unfamiliar with board-level responsibilities
* Foundational understanding with limited application of skills at strategic level
* Capable practitioner with solid knowledge and able to make meaningful contributions
* Strong expertise with sectoral relevant and consistently applies insights to guide outcomes
* Deep expertise with extensive board-level impact
 |
| **Supporting comments** |
| **Innovation and Growth** | * Knowledge and experience of defining and setting organisational strategies in relation to innovation and growth.
* Knowledge and experience of creating new income streams and growing existing income through sound strategy and understanding of risk management.
 | * Minimal experience and unfamiliar with board-level responsibilities
* Foundational understanding with limited application of skills at strategic level
* Capable practitioner with solid knowledge and able to make meaningful contributions
* Strong expertise with sectoral relevant and consistently applies insights to guide outcomes
* Deep expertise with extensive board-level impact
 |
| **Supporting** **comments** |
| **Risk and Compliance Oversight*** Ability to identify key risks to the College in a wide range of areas.
* Ability to monitor risk and compliance management frameworks and systems.
 | * Minimal experience and unfamiliar with board-level responsibilities
* Foundational understanding with limited application of skills at strategic level
* Capable practitioner with solid knowledge and able to make meaningful contributions
* Strong expertise with sectoral relevant and consistently applies insights to guide outcomes
* Deep expertise with extensive board-level impact
 |
| **Supporting comments**  |
| **Commercial Experience*** A broad range of successful commercial and business experience, preferably in the small to medium enterprise or not for profit context.
 | * Minimal experience and unfamiliar with board-level responsibilities
* Foundational understanding with limited application of skills at strategic level
* Capable practitioner with solid knowledge and able to make meaningful contributions
* Strong expertise with sectoral relevant and consistently applies insights to guide outcomes
* Deep expertise with extensive board-level impact
 |
| **Supporting comments**  |
| **Network of useful relationships*** High-level reputation with, and useful networks in, government and other key stakeholder groups, and the ability to effectively engage and communicate with those networks to achieve outcomes beneficial to the College.
* Knowledge of, and successful experience in, establishing mutually beneficial partnerships with NFP and commercial businesses.
 | * Minimal experience and unfamiliar with board-level responsibilities
* Foundational understanding with limited application of skills at strategic level
* Capable practitioner with solid knowledge and able to make meaningful contributions
* Strong expertise with sectoral relevant and consistently applies insights to guide outcomes
* Deep expertise with extensive board-level impact
 |
| **Supporting comments**  |
| **Executive Experience*** Experience at an executive level including the ability to appoint and evaluate the performance of staff, oversee human resource management including workforce matters and organisational change.
 | * Minimal experience and unfamiliar with board-level responsibilities
* Foundational understanding with limited application of skills at strategic level
* Capable practitioner with solid knowledge and able to make meaningful contributions
* Strong expertise with sectoral relevant and consistently applies insights to guide outcomes
* Deep expertise with extensive board-level impact
 |
| **Supporting comments**  |

Industry Experience

| **Focus Area:** *Please provide supporting examples (evidence) for your ratings or other related comments (if any)* | **Self-Assessment:** *Please select the most relevant statement, using rating scale set out below.* |
| --- | --- |
| **Australian Paramedic Experience*** Knowledge and understanding of the Australian paramedic health services, including operational experience as a paramedic.
 | * Minimal experience and unfamiliar with board-level responsibilities
* Foundational understanding with limited application of skills at strategic level
* Capable practitioner with solid knowledge and able to make meaningful contributions
* Strong expertise with sectoral relevant and consistently applies insights to guide outcomes
* Deep expertise with extensive board-level impact
 |
| **Supporting comments**  |
| **New Zealand Paramedic Experience*** Knowledge and understanding of the New Zealand paramedic health services, including operational experience as a paramedic.
 | * Minimal experience and unfamiliar with board-level responsibilities
* Foundational understanding with limited application of skills at strategic level
* Capable practitioner with solid knowledge and able to make meaningful contributions
* Strong expertise with sectoral relevant and consistently applies insights to guide outcomes
* Deep expertise with extensive board-level impact
 |
| **Supporting comments**  |
| **Paramedic Practice*** Understanding of contemporary paramedic practice, and an ability to provide strategic insights into current and emerging needs of the profession to enable the College to identify strategic opportunities that align with member’s needs.
 | * Minimal experience and unfamiliar with board-level responsibilities
* Foundational understanding with limited application of skills at strategic level
* Capable practitioner with solid knowledge and able to make meaningful contributions
* Strong expertise with sectoral relevant and consistently applies insights to guide outcomes
* Deep expertise with extensive board-level impact
 |
| **Supporting comments**  |
| **Regulatory and Legislative Environment*** Understanding of relevant health, governance and NFP legislation and regulations relating to the paramedic industry, and an ability to ensure appropriate standards are maintained.
 | * Minimal experience and unfamiliar with board-level responsibilities
* Foundational understanding with limited application of skills at strategic level
* Capable practitioner with solid knowledge and able to make meaningful contributions
* Strong expertise with sectoral relevant and consistently applies insights to guide outcomes
* Deep expertise with extensive board-level impact
 |
| **Supporting comments**  |

Leadership Experience

| **Focus Area:** *Please provide supporting examples (evidence) for your ratings or other related comments (if any)* | **Self-Assessment:** *Please select the most relevant statement, using rating scale set out below.* |
| --- | --- |
| **Board / Committee Leadership Experience*** Leadership skills including the ability to set an appropriate culture that enables constructive dialogue, respect for diverse perspectives, responsible and ethical decisions and actions.
 | * Minimal experience and unfamiliar with board-level responsibilities
* Foundational understanding with limited application of skills at strategic level
* Capable practitioner with solid knowledge and able to make meaningful contributions
* Strong expertise with sectoral relevant and consistently applies insights to guide outcomes
* Deep expertise with extensive board-level impact
 |
| **Supporting comments**  |
| **Advocacy & Representation Experience*** Experience and skills as a key representative of an organisation with key partners and stakeholders and an ability to advocate effectively on behalf of the organisation
 | * Minimal experience and unfamiliar with board-level responsibilities
* Foundational understanding with limited application of skills at strategic level
* Capable practitioner with solid knowledge and able to make meaningful contributions
* Strong expertise with sectoral relevant and consistently applies insights to guide outcomes
* Deep expertise with extensive board-level impact
 |
| **Supporting comments**  |

Personal Attributes

| **Focus Area:** *Please provide supporting examples (evidence) for your ratings or other related comments (if any)* | **Self-Assessment:** *Please select the most relevant statement, using rating scale set out below.* |
| --- | --- |
| **Director Duties*** An understanding of the duties and responsibilities of being a director, including an ability to put the College's interests before any personal or regional representative and maintaining Board confidentiality at all times.
 | * Demonstrates emerging awareness
* Applies developing skills and needs guidance in complex settings
* Consistently applies relevant practices and demonstrates independent judgement
* Highly effective with strong governance acumen with ability to foster alignment and build influence
* Models best practice leadership and mentors others
 |
| **Supporting comments**  |
| **Ethics*** An ability to act in a transparent manner and declare any activities or conduct that might be, or perceived to be, a conflict of interest
 | * Demonstrates emerging awareness
* Applies developing skills and needs guidance in complex settings
* Consistently applies relevant practices and demonstrates independent judgement
* Highly effective with strong governance acumen with ability to foster alignment and build influence
* Models best practice leadership and mentors others
 |
| **Supporting comments**  |
| **Communication Skills*** The ability to constructively engage with others' viewpoints, develop and deliver cogent arguments and influence others to agree to outcomes, including gaining external support for board decisions
 | * Demonstrates emerging awareness
* Applies developing skills and needs guidance in complex settings
* Consistently applies relevant practices and demonstrates independent judgement
* Highly effective with strong governance acumen with ability to foster alignment and build influence
* Models best practice leadership and mentors others
 |
| **Supporting comments**  |
| **Constructive Questioning*** The preparedness to ask questions and challenge management and peer directors in a constructive and appropriate way about key issues.
 | * Demonstrates emerging awareness
* Applies developing skills and needs guidance in complex settings
* Consistently applies relevant practices and demonstrates independent judgement
* Highly effective with strong governance acumen with ability to foster alignment and build influence
* Models best practice leadership and mentors others
 |
| **Supporting comments**  |
| **Critical and Innovative Thinking*** The ability to critically analyse complex and detailed information, readily distil key issues, and develop innovative approaches and solutions to problems.
 | * Demonstrates emerging awareness
* Applies developing skills and needs guidance in complex settings
* Consistently applies relevant practices and demonstrates independent judgement
* Highly effective with strong governance acumen with ability to foster alignment and build influence
* Models best practice leadership and mentors others
 |
| **Supporting comments**  |

Governance Experience

The Board is committed to develop the next generation of governance leaders. Please complete the information below to indicate your level of current governance experience.

|  |  |  |  |
| --- | --- | --- | --- |
| **Governance Qualifications** | * AICD/GIA/IoD NZ graduate
* ACP governance course
* Governance short courses
* None
 | **Years of experience as a director** | * 0
* 1 - 3 years
* 4 - 6 years
* 7 - 9 years
* > 9 years
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