



SKILLS MATRIX AND ATTRIBUTES

Section 2 of the *St John's College Act 2018* relevantly provides:

- (5) Each person appointed to the Council must have expertise and experience relevant to the Council's functions and an appreciation of the objects, values, functions and activities of the College.
- (6) The Council is to have regard to gender diversity in appointing persons under subsection (1) (e).

Schedule 12 to the College's *Council Charter* relevantly provides:

The Council will seek to ensure that its membership is appropriate for the Council's governance role and tasks. The Council will:

1. Annually examine the skills and attributes of the current Council Members against agreed criteria.

2. Identify strengths and gaps.
3. Examine current and future strategic issues and ask the extent to which the Council has the right skills and attributes to address these.
4. Develop a culture that prepares the Council for Member retirement and turnover.
5. Develop a process to provide potential nominees for a Council Member position with information about the role and requirements.
6. Educate stakeholders about the need to appoint Council Members based on the skills and experience required for the governance of the College and the necessity for Members to act in accordance with the Council Charter.

College Council has approved the following Skills Matrix and list of Attributes.

COUNCIL MEMBERS SKILLS MATRIX AND ATTRIBUTES	
SKILLS	ATTRIBUTES
Corporate Governance and Accountability	<i>Integrity</i> - Honesty, high moral values, zero tolerance for unethical behaviour
Higher Education	<i>Values</i> - Supportive of the Catholic character of the College
Catholic Intellectual Tradition	<i>Interpersonal Skills</i> - Ability to listen, respectful of alternative viewpoints, constructive and respectful challenge
Accounting, Investment or Audit	<i>Financial Literacy</i> - Able to read the financial statements of the College
Capital Projects	<i>Understanding of Conflicts of Interest</i> - Ability to recognise and willingness to disclose and discuss conflicts of interest
Fundraising	<i>Time</i> - Sufficient time available to discharge their duties and responsibilities to the College
WH&S and/or Risk Management	<i>Relationship Management</i> - Respectful relationships with all internal and external stakeholders including friends and supporters in the University, the Church and the wider community
Legal (including duties and responsibilities relevant to corporations and charities)	<i>Commitment</i> - Engagement with and advocacy on behalf of the College
	<i>Networking</i> - Strong social and professional networks and willingness to leverage
	<i>Contributes to Diversity</i> - Cultural and linguistic, gender and age diversity