

## SKILLS AND EXPERIENCE MATRIX

Attribute	Trinity	BRWG	HEA Act 2022	Suppl Charter	Principles Document		
Experience of University Board	✓	✓					
Corporate/Governance	✓	✓			✓		
Commitment to the University's Governance principles and values	✓	✓			✓		
Commitment to the University's mission and purpose	✓	✓			✓		
Higher Education	✓	✓			✓		
Understanding of Strategic Challenges of University Sector	✓	✓					
Commitment to Collective Responsibility	✓	✓					
High Ethical and Professional Standards	✓	✓			✓		
Experience Managing Large Complex Organisations/ Organisational Management	✓	✓			✓		
Willingness to dedicate time to Board and committees	✓	✓					
Research	✓	✓			✓		
Innovation	✓	✓					
Strategic Planning	✓	✓					
Irish Language	✓		✓	✓	✓		
Reflective of Irish Society	✓		✓	✓	✓		
Finance	✓	✓			✓		
Sustainability/Sustainable Development	✓	✓			✓		
Philanthropy	✓	✓					
Stakeholder Engagement	✓	✓					
Equality, Diversity & Inclusion	✓	✓		✓			
Capital Projects/ Infrastructure Development	✓	✓					
Community Engagement	✓	✓					
Cultural and Arts Sector	✓						
IT / Digital / Cybersecurity	✓	✓					
Knowledge/ Experience in matters connected with the objects and functions of the College/university	✓		✓	✓	✓		
Risk Management	✓				✓		

Academic Capability	✓				✓		
Human Resource Management					✓		
Legal Skills/Knowledge					✓		
Exercises Independent Judgement					✓		
Exercises Care, Skill and Diligence					✓		
Avoids Conflicting Interests					✓		
Emergency/Crisis Planning							
Entrepreneurship							
Commercial Revenue							
Project Management							
Public Policy							
Regulation							
Research Funding							
Negotiation							
Public Affairs/Marketing							

**Notes:**

- Supplemental Charter and the HEA Act 2022 notes not less than 40% women and not less than 40% men composition (with composition reflective of Irish Society, including persons who are competent in the Irish language.):
  - 2019 CSO population stats show 87.3% Irish Nationals and 12.7% Non-Irish Nationals – should this be reflected in the diversity of the Board given this would be reflective of Irish Society?
  - HEA Act 2022 states in 109.b ‘the membership of the governing body shall take account of the region served by the college’
    - Again this should tie into the diversity quota to make sure that not only the Board is reflective of Irish society but the world regions the college serves
- HEA Act 2022 notes in Section 2.9.(n) that the An tÚdarás um Ard-Oideachas should:
  - support equality, diversity and inclusion in higher education, including the participation and success of students in priority groups, or persons in such groups seeking to be students, in higher education
    - We have students but we could infer from the above there is also the option for the consideration of ‘persons in such groups seeking to be students’