

Competency Matrix for Membership of Údarás na hOllscoile 2021-2025

Essential Requirements:

The following competencies are requirements across the totality of the membership of Governing Authority:

Governance:

- Corporate Governance Understanding and Expertise
- Legal and Compliance, Regulatory experience
- Risk Management

Strategy:

- Strategic Planning
- Stakeholder engagement and management - regional & national levels
- Expertise aligned to University's Strategic Priorities
- Knowledge of broad public policy direction

Executive/Management and Organisational Experience:

- Board roles (Chair, Non-executive director, Executive director)
- Executive leadership/senior management
- Organisational experience at national and international levels
- Crisis management
- Gaeilge - Irish Language and Culture
- Culture and organisational dynamics

Financial:

- Financial management, including budgets and internal controls
- Understanding of financial reports and proposals
- Audit qualification and experience

Sectoral Experience:

- Public sector
- Education sector
- Industry and commercial sector
- Cultural and Artistic sector
- Regional Development

Teaching and learning:

- Teaching and Learning expertise
- Professional knowledge of student experience

Research and Innovation:

- Academic research expertise
- Knowledge of research funding landscape

Desirable Requirements:

- Operations Project Management
- Public affairs, Marketing and PR
- Fundraising and Development
- Negotiation
- Capital projects management
- Technology/IT/Digital Learning
- Cybersecurity
- Entrepreneurship (spin-outs, spin-ins)
- Human Resource Management
- Equality and Diversity
- Experience of Non-profit sector
- Experience of Community sector

Diversity and Personal Attributes

Recognising the increasing diversity of the broad University community and the diversity of our region, the Working Group recommends that greater diversity of experience and background is desirable in the membership of the next Governing Authority. Diversity of gender (a gender quota of 40% will apply), age profile, ethnicity and experience should be actively sought in the next membership.

Personal Attributes

While it is not feasible to include the following Personal Attributes in the essential and desirable criteria, it is proposed that these traits should be signalled as desirable in prospectus material circulated when promoting elections/seeking nominations:

- Level of team-player and collegiality
- Sense of duty of care to Stakeholders
- Engagement Style (Balanced, Challenging, Collegiate, Dynamic, Quiet/Reserved)
- Thinking Style (Creative/Innovative, Reflective/Measured, Solution-focused, Strategic)
- Quality of listening, respect for other member contributions and viewpoints and ability to move to a consensus
- Approach to challenge and debate
- Disposition under pressure and in crisis management scenarios
- Level/quality of preparation for meetings
- Work ethic/ willing to devote time and energy
- Behaviours, Culture, Ethics and Values system
- Openness to Learning/Improving Culture
- Awareness of common Organisational Interest
- Analytical and Evidence-based
- Performance oriented
- Common sense and Sound Judgement