

Transition Board – Shetland Merger Project

Committee	Transition Board – Shetland Merger Project
Subject	Search and Nominations Committee recommendations for appointments
Action requested	<input type="checkbox"/> For information only <input type="checkbox"/> For discussion <input type="checkbox"/> For recommendation <input checked="" type="checkbox"/> For approval
Brief summary of the paper	<p>The first meeting of the Search and Nominations committee has been held.</p> <p>The board is asked to confirm the committee appointments</p> <p>The board is asked to note ongoing work on further Director recruitment.</p>
Resource implications [if yes, please provide detail]	<p>No</p> <p>Click here to enter text.</p>
Risk implications [if yes, please provide detail]	<p>Yes</p> <p>An effective Board working structure needs to be in place to support the activities of the developing new college.</p>
Date paper prepared	11-Nov-20
Date of committee meeting	18-Nov-20
Author	Jane Lewis
Equality and diversity	No
Status	Non-confidential
Freedom of Information Can this paper be included in 'open' business?*	Yes
Status following the meeting	

The Search and Nominations committee met on the 30th of October. Prior to the committee members had had the opportunity to indicate their interests to the Chair regarding the sub-committee of the board. The board reviewed these suggestions and have the recommendations below for the board to approve. Some members for the committees have been identified but it is expected Chairs of the committees will make further recommendations to the Search and Nominations committee for appointments.

The board is asked to approve the following recommendations for appointment:

Deputy Chair of Transition Board: Graeme Howell

Chair of Finance and General Purposes committee: Graeme Howell

Chair of HR and Remuneration: Davie Sandison (*Pro tem*), member Andrew Anderson

Chair of Learning and Teaching committee: Karen Hall, member John Goodlad

Search and Nominations committee: member John Goodlad

The search and nominations committee noted that further committees await appointment of more Directors and that when we have new board members the present appointments will be reviewed.

The committee considered the skills audit for the board. They noted there are three skills areas lacking in the board, these are Legal, HR and Finance. The committee further noted that Health and Wellbeing would also need to be a key consideration especially in the current climate. The committee noted there was a good spread of industry knowledge with the exception of Energy and Renewables and Health and Social Care. This will be included in the recruitment information and taken into account for future appointments. The committee agreed the preparation of a recruitment pack and advert for further board Directors.

The board is asked to note the forthcoming Board recruitment exercise and is asked to encourage suitable individuals to apply.