

Shetland UHI - Skills Matrix February 2023

Page 1: Welcome

Welcome to the Shetland UHI Skills and Experience Survey.

All survey responses provided shall be utilised by the Search and Nominations Committee for the purposes of assessing what skills are required for each of its committees.

If you experience any problems completing this survey, please contact Matt Sierocinski King via email:
matt.sierocinski.king@uhi.ac.uk

Please press next to continue.

Page 2: Skills Matrix

Skills ratings are evaluated as follows:

High: My background and experience in this area allows me to lead discussion on this topic comfortably.

Medium: My background and experience in this area me to participate on an informed basis during a Court discussion on this topic.

Low: I have minimal background and experience on this topic.

Please select the relevant experience rating against each skill from 'high', 'medium' or 'low'. All information provided shall be utilised by the Nominations Committee and Board for the purposes of assessing what skills are a strong match for the skills required for each committee.

"Networked into": where applicable, please give specific examples of networks you have developed within the specified Skill and Experience area.

1. Education - Working with academics and students; involvement in secondary, further and higher education institutions; knowledge of the student experience

	Experience Rating * Required			Networked into:	Additional Comments:
	High	Medium	Low		
Education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		

2. Arts/Culture/Media/Communications/Creative Industries - Experience in these industries.

	Experience Rating * Required			Networked Into:	Additional Comments
	High	Medium	Low		
Arts/Culture/Media/Communications/Creative Industries	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		

3. Audit - Audit processes; development of policies, procedures and processes for the effective management of organisational risk.

[+ More info](#)

	Experience Rating * Required			Networked Into:	Additional Comments
	High	Medium	Low		
Audit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		

4. Entrepreneurship - Developing, organising and managing an enterprise.

	Experience Rating * <i>Required</i>			Networked Into:	Additional Comments
	High	Medium	Low		
Entrepreneurship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		

5. Equality and Diversity - Understanding of the considerations associated with equality and diversity for organisations.

	Experience Rating * <i>Required</i>			Networked Into:	Additional Comments
	High	Medium	Low		
Equality and Diversity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		

6. Estate Management - Management and strategic development of and investment in existing estate as well as construction of new facilities.

	Experience Rating * <i>Required</i>			Networked Into:	Additional Comments
	High	Medium	Low		
Estate Management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		

7. Finance - Financial reporting and operational management; financial and investment considerations associated with the management of organisations.

	Experience Rating * <i>Required</i>			Networked Into:	Additional Comments
	High	Medium	Low		
Finance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		

8. Fundraising - Development of and implementation of fundraising campaigns.

	Experience Rating * <i>Required</i>			Networked Into:	Additional Comments
	High	Medium	Low		
Fundraising	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		

9. Governance - Knowledge of/experience of working within, legal frameworks and governing documents/bodies of organisations

Experience Rating * <i>Required</i>

	High	Medium	Low	Networked Into:	Additional Comments
Governance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		

10. Human Resources - Best practices in human resources; employment legislation and Labour Relations.

	Experience Rating * Required			Networked Into:	Additional Comments
	High	Medium	Low		
Human Resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		

11. International - Professional experience in the international sphere.

	Experience Rating * Required			Networked Into:	Additional Comments
	High	Medium	Low		
International	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		

12. Law - The legal considerations and issues faced by large and complex institutions.

	Experience Rating * Required			Networked Into:	Additional Comments
	High	Medium	Low		
Law	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		

13. Local Community - Active involvement in organisations which are embedded and representative of the local area's social and cultural diversity.

	Experience Rating * Required			Networked Into:	Additional Comments
	High	Medium	Low		
Local Community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		

14. Policy/Strategy - Development of/Implementation of high level operational/strategic documentation.

	Experience Rating * Required			Networked Into:	Additional Comments
	High	Medium	Low		
Policy/Strategy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		

15. Research - Systematic investigation in order to establish facts and reach new conclusions.

	Experience Rating * <i>Required</i>			Networked Into:	Additional Comments
	High	Medium	Low		
Research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		

16. Sustainability - Progressing/enhancing environmentally sound processes

	Experience Rating * <i>Required</i>			Networked Into:	Additional Comments
	High	Medium	Low		
Sustainability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		

17. Senior Management - Leading organisations and resolving the issues and challenges which face them; developing and implementing strategy for the same including change management.

	Experience Rating * <i>Required</i>			Networked Into:	Additional Comments
	High	Medium	Low		
Senior Management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		

18. Wellbeing - awareness of individuals' personal needs, and/or advancing the mental health of individuals on a personal or cultural basis

	Experience Rating * <i>Required</i>			Networked Into:	Additional Comments
	High	Medium	Low		
Wellbeing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		

Page 3: Preference Areas

Completion guidance

Preference ratings are evaluated as follows:

High: A strong preference to making a contribution to this area of Shetland UHI's work.

Medium: An ability to make a contribution to this area of Shetland UHI's work.

Low: A preference to make contributions to other areas of Shetland UHI's work.

19. Preference Area

	Experience Level <i>Optional</i>		
	High	Medium	Low
Audit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Community Engagement/Widening Access	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Estates	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
External Relations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Finance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fundraising	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Governance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Human Resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health and Safety	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
IT	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Remuneration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Student satisfaction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

20. Please rank, in order of preference, which committees you feel your skills and interests, match the closest.

[+ More info](#)

Please don't select more than 1 answer(s) per row.

Please select between 1 and 5 answers.

Please don't select more than 1 answer(s) in any single column.

	1st Preference	2nd Preference	3rd Preference	4th Preference	5th Preference
Audit Committee	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Finance and General Purposes Committee	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Human Resources and Remuneration Committee	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Learning, Teaching, and Research Committee	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Search and Nominations Committee	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

21. Enter your name. * Required

Page 4: Finish

Thanks for completing this survey.

All information provided will be utilised by the Nominations Committee and Board of Management for the purposes of assessing what skills are the most appropriate match for its committees.
