

Committee	Search and Nominations Committee		
Agenda Item Number	8		
Date paper prepared	03/02/2023	Date of committee meeting	08/02/2023
Subject	Independent Director Interview		
Author	Matt Sierocinski King		
Action requested	To Approve		
Purpose of the paper	To review and approve the outcome of the panel interview that Doctor Mason Robbins be recommended for appointment as an Independent Director of Shetland UHI.		
Brief summary of the paper	<p>Over the course of December 2022 and early January 2023, Shetland UHI advertised the role of Non-Executive Director to the Board of Management.</p> <p>One applicant came forward by the deadline of 9th January 2023. One applicant was interviewed on 2nd February 2023, Doctor Mason Robbins.</p> <p>The panel conducting the interview found Doctor Robbins to be an impressive applicant with a wide range of experience in education and in the private sector. Doctor Robbins demonstrated the breadth of his experience in the interview and demonstrated a clear understanding of Shetland, Shetland UHI and the importance of education.</p>		
Consultation	<p>The interview panel consisted of Mr Davie Sandison (Chair of the Board of Management and Chair of Search and Nominations Committee), Doctor Lauren Doughton (Chair of Audit Committee), and Mr Graeme Howell (Vice Chair of the Board of Management, Chair of Finance and General Purposes Committee, Vice-Chair of Search and Nominations Committee, Senior Independent Member). Mx Sierocinski King (Board Secretary) was in attendance.</p> <p>Prior to the Interview, a Meet and Greet with the panel was held, along with Ms Gemma MacGregor (Vice-Principal Operations) and Mx Sierocinski King (Board Secretary).</p>		

Resource implications	If appointed, an Induction process and training will take place, requiring the time of the Board Secretary, Principal, and Chair primarily.
Risk implications	Risk 6. Governance. Not appointing Dr Robbins would risk the quoracy of the committees, and the effectiveness of the Board of Management.
Link with strategy	Sustainability.
<u>Equality, Diversity and Inclusion</u>	Application process was public, submissions of applications were invited electronically. Interview process was via Teams.
Island Community Impact	Dr Robbins lives on one of the Northern Isles of the Shetland Islands, expanding the geographical diversity of the Board of Management.
Paper status	<input checked="" type="checkbox"/> Open – The paper may be circulated to non-members of the committee and published online without restriction. <input type="checkbox"/> Restricted – The paper must not be circulated to non-members or published online until after the committee meeting. <input type="checkbox"/> Confidential - The paper must not be circulated beyond the committee members and should not be published online. [Please note papers may still be subject to Freedom of Information requests – see below].
<u>Freedom of information</u>	Open If closed/ withheld, select date this will become 'open': Enter a date.