

Board of Management

MINUTES of the MEETING of the SEARCH AND NOMINATION COMMITTEE held via Microsoft Teams on Thursday 09 September 2021

PRESENT: Donald MacKenzie, Mark Sheridan, Innis Montgomery
APOLOGIES: Tina Stones & Gillian Galloway
INTERIM CHAIR: Mark Sheridan
ATTENDING: Secretary to the Board of Management

There were no declarations of interest.

1. MINUTES

The minutes of the Meeting of the Committee held on 10 September 2020 were **ACCEPTED** as a correct record and were **APPROVED**.

2. BOARD MEMBER RECRUITMENT

A report by the Board Secretary provided the Committee with details of the proposed recruitment campaign.

The Committee noted that a fresh skills matrix was carried out in August 2021.

Recommendation: The Committee **AGREED** the skills required highlighting in particular the requirement for members with a background in Audit and Finance.

Actions: It was **AGREED** that the following actions should be progressed as part of the recruitment campaign:

- The Board Secretary will contact those who had been shortlisted and interviewed but were unsuccessful in securing a role on the Board of Management during the 2020 recruitment campaign to see if they would be interested in reapplying for the role.
- In order to ensure a range of ages within the Board the Board Secretary will highlight the role with Young Scot and Developing the Young Workforce.
- The role will also be highlighted with ACOSVO and other appropriate Third Sector organisations.
- The role will be heavily shared by existing Board Members in order to attract a wide diversity of candidates.
- An online Virtual Open Evening will be arranged for prospective board members to meet with the Interim Chair, Board Members and the Principal.
- The interview panel will be made up of the Interim Chair of the Board of Management, the SIM and a member of Court. The Board Secretary will liaise with EO over an appropriate member of court.
- The Board Secretary to liaise with Gavin Ross and identify if he is willing to sit on the panel as our Independent Person.

The Committee advised that they were content for the recruitment campaign to

progress with an update being provided to the Chairs Committee in November.

3. DATE OF NEXT MEETING

TBA

A. M. K.

Date: 02 February 2022