

MINUTES of the MEETING of the SEARCH AND NOMINATION COMMITTEE held via Microsoft Teams on Thursday 19 January 2023

PRESENT: Mark Sheridan, Tina Stones, Dee Bird
APOLOGIES: Donald MacKenzie and Innis Montgomery
CHAIR: Mark Sheridan
ATTENDING: Principal
Governance Officer

There were no declarations of interest, statements of connections or transparency statements noted.

The Governance Officer confirmed that this meeting was not quorate and it was therefore agreed that the paper on Board Member Recruitment would be discussed only and where any decisions are required, the Committee would be asked to submit their approval via email.

1. BOARD MEMBER RECRUITMENT

The Chair highlighted that we are looking to recruit a Non-Executive Member to the Board of Management as well as co-opted members to our Committees. The Governance Officer provided an explanation in respect of membership numbers as per our constitution and confirmed our current membership. The Committee noted that we are particularly looking for those who possess a background in Accounting and Finance. The Committee was advised that this need has been raised by both the Audit Committee and the Finance and General Purposes Committee.

The Principal highlighted the recent green freeport announcement and highlighted that it would be beneficial to look for members with an industrial background. The Chair advised that given the work surrounding UHI 2024 and mergers within the partnership, it would also be beneficial to recruit those with experience of Higher Education.

The Committee discussed the skills which we would be looking for and updated the proposed list to include:

- Accountancy
- Finance
- Industry
- Higher Education
- Marketing/Media/PR

Tina Stones left the meeting.

A discussion on members of the selection panel took place with suggestions being offered in respect of a member of the Regional Strategic Committee/Court and an

independent member.

A discussion around the use of recruitment agencies took place.

Dee Bird joined the meeting.

The Committee discussed marketing of the advertisement. It was noted that our Marketing Department would circulate this on our social media channels and that the Governance Officer would ensure that it is advertised through a number of other channels. The University Chairs website was highlighted as an additional channel.

The Committee discussed an open evening for potential candidates. It was agreed that potential candidates would be invited to attend and meet the Board between 4.30 – 5.30 p.m. as part of the Board of Management Meeting being held on Tuesday 07 February 2023. Potential candidates can join this event either online or in person.

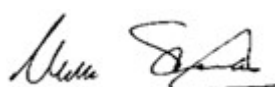
Actions:

- Committee Members to confirm their approval of the skills gaps which the recruitment drive should focus on. Namely:
 - Accountancy
 - Finance
 - Industry
 - Higher Education
 - Marketing/Media/PR
- The Governance Officer will contact all proposed members of the Selection Panel and confirm dates for shortlisting and interview.
- Board members will be asked to share the recruitment campaign within their networks.

2. DATE OF NEXT MEETING

TBA

Signed by the Chair:



Date 10 May 2023