

Category	A - Essential Criteria	B - Desirable Criteria
Experience	<p>A.1 Good track record in management with the private, public or third sectors.</p> <p>A.2 Knowledge of the cultural, learning and / or leisure sector in the Highlands.</p> <p>A.3 Working as a member of a Board or Senior Management Team.</p>	<p>B.1 Leading a team within a public, private or third sector organisation.</p> <p>B.2 Fund raising experience.</p> <p>B.3 Understanding of corporate governance issues including risk management, particularly around charitable organisations.</p> <p>B.4 Development of strategic policy.</p>
Skills	<p>A.4 Relevant skills to contribute to the development of the charity; such as financial, legal, human resources, marketing, ICT, investment, health and safety and sustainability and net zero.</p> <p>A.5 Analytical skills to understand subject matter that may be complex from written and verbal sources.</p> <p>A.6 Effective communication skills including the ability to listen to other opinions to form a balanced view and to challenge and debate in a constructive manner.</p> <p>A.7 Experience of leadership at a strategic level.</p> <p>A.8 Ability to contribute effectively to the work of a team or Board for the benefit of the organisation.</p>	<p>B.5 The experience or ability to chair Board sub-committee or working groups.</p>
Personal qualities	<p>A.9 Commitment to the success of the charitable objects.</p> <p>A.10 Good team player.</p> <p>A.11 Able to act effectively as an ambassador for the company.</p>	<p>B.6 Commitment to making life better for the charity audience.</p> <p>B.7 Positive outlook and approach.</p>
Other requirements	<p>A.12 Resident in the Scottish Highlands OR a demonstrable connection with the area.</p> <p>A.13 Flexibility in attending meetings.</p>	<p>B.8 Appreciation of the status and operation of a charitable organisation.</p> <p>B.9 Appropriate skills, understanding and experience to represent the diverse geographical nature of the Highlands.</p>
Additional requirements for Board Chair	<p>A.14 Able to act effectively as main ambassador for the company.</p> <p>A.15 Able to plan and conduct Board meetings effectively.</p> <p>A.16 Previous Board or similar experience.</p>	<p>B.10 Developed leadership skills.</p> <p>B.11 Able to maintain an overview of company performance and development and advise accordingly.</p> <p>B.12 Good management skills.</p>