

Blackwood Board Target Skills profile

TENANTS, RESIDENTS, COMMUNITY AND NEIGHBOURHOOD ISSUES		
1	Knowledge of areas, tenants and communities served by the association	Strong level of skill required from one or more members. Working knowledge required from most members.
2	Local capacity building, participation and involvement for tenants and residents	Strong level of skill required from one or more members.
3	Local economic development, financial exclusion, community safety or employment creation initiative	Strong level of skill required from one or more members
4	Equal opportunities and diversity, specific needs of local ethnic communities	Strong level of skill required from one or more members. Working knowledge required from all members
5	Knowledge of other relevant sectors such as education, health, policing.	Strong level of skill in Health sector required from one or more members. Strong level of skill in other relevant sectors, such as Social Care, useful.
BUSINESS, FINANCE AND GOVERNANCE		
6	Commercial business, business planning, financial and management skills, organisational strategy and change management	Very strong level of skill required from two or more members. Working knowledge required from all members.
7	Accountancy and audit, knowledge of statutory requirements	Very strong level of skill required from two or more members. Working knowledge required from all members.
8	Financial and treasury management, funding structures	Very strong level of skill required from one or more members.
9	Risk management and mitigation	Very strong level of skill required from two or more members. Working knowledge required from all members.
10	Performance management and continuous improvement	Strong level of skill required from two or more members. Working knowledge required from all members.
11	Non-executive leadership. Chairing Board / Committee meetings, experience of other Boards	Very strong level of skill required from two or more members. Working knowledge required from all members.
12	Project appraisal, management and financial modelling	Very strong level of skill required from one or more members.
13	Information technology and business systems	Very strong level of skill required from one or more members.
14	Human resources and organisational change and development	Very strong level of skill required from one or more members.
15	Communications, marketing and public	Strong level of skill required from one or

	affairs	more members.
16	Legal or other professional	Strong level of skill required from one or more members.
HOUSING, CARE AND SUPPORT, PROPERTY AND DEVELOPMENT		
17	Housing management and maintenance of social housing	Very strong level of skill required from two or more members. Working knowledge required from all members.
18	Provision of care and support for older or vulnerable people	Very strong level of skill required from two or more members. Working knowledge required from most members.
19	Regulation of social housing (or a similar regulated area)	Very strong level of skill required from one or more members. Working knowledge required from all members.
20	Public policy and politics as relating to the wider social housing sectors	Strong level of skill required from one or more members. Working knowledge required from most members.
21	Provision of customer services with a focus on performance and improvement	Strong level of skill required from one or more members. Working knowledge required from most members.
22	Delivering value for money, efficiency gains, continuous improvement	Strong level of skill required from one or more members. Working knowledge required from most members.
23	Funding, planning and development for housing and regeneration	Very strong level of skill required from two or more members. Working knowledge required from most members.
24	Property, asset management, development, regeneration, surveying etc.	Very strong level of skill required from two or more members. Working knowledge required from most members.
25	Sustainability, in terms of reducing energy use, pollution, carbon impact	Strong level of skill required from two or more members
26	Working with local authorities, or other government and statutory bodies	Strong level of skill required from one or more members. Working knowledge required from most members.

Definitions

In making their self-assessment against this skills matrix, Board members are asked to take account of the following definitions.

Very strong	You have specialist knowledge and/or extensive experience in this area: you are likely to have worked in this field as a profession and may have a relevant qualification; you would know how to explain this subject area to other people who have no knowledge of it.
Strong	This is an area in which you have confidence, would understand all the detail of a Board paper on this subject and could contribute significantly to Board discussion and decision-making on the subject.
Working knowledge	You understand the basics of this subject area and would understand most of the content of a Board paper on this subject.
Limited	You know a little about this subject area but have large gaps in your knowledge and would definitely benefit from further training or briefing.
None	This is an area about which you know little or nothing.