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NOMINATIONS COMMITTEE REPORT

Subject: Recruitment of Board Members	**Purpose:** **For Approval** ☐ **For Discussion** ☒ **For Information** ☐
Prepared by: Ingrid Earp	**Date:** 21 November 2022

Purpose: To discuss and agree recruitment of new Board Members and skills/experience required.

Linked to Strategic Ambition: Take a leading role in enabling an inclusive, resilient and sustainable Scotland

Performance Measures: Recogise nationally as a progressive organisation

Linked to Strategic Risk Register: New Risk (outwith themes)

New Risk Commentary:

Executive Summary:

The Board is currently at full capacity for independent members however Liz Parkes and David Peace both come to the end of their full eight years service to the Board on 23 February 2023 and David Johnson has recently resigned from the Board. This will result in three vacancies for independent members.

We also have the academic staff member role becoming vacant on 15 February 2023 and currently a student member role vacant (at the time of writing). Under statute the number of Board members are set as no fewer than 15 and no more than 18.

Skills and experience gaps have been identified in Land/Rural, Hospitality/Tourism and Health/Social Care.

Members are asked to consider the skills gaps identified and the recruitment process to be used.

Under the College Sector Board Appointments 2014 Ministerial Guidance https://www.gov.scot/publications/college-board-appointments-guidance/ it is recommended that a person external to the College is included in all aspects of recruitment.

To assist Members the following information is provided;

- A schedule of Borders College Board membership and tenures.
- Scottish Government Public Body Board Succession Planning guidance – key issues.

- Board Diversity Planning suggested checklist.
- A Schedule showing current Committee membership.

As well as possessing the required knowledge, skills, attributes and experience, the Committee should note that the Board of Borders College should, where possible, have members which reflect the makeup of the population of the Scottish Borders and a majority should have proven experience or knowledge of the Region.

We are committed to increasing the diversity of the Board and the Board Secretary has compiled a list of organisations to reach out to prior and during a recruitment campaign.

Recommendation:
Members are asked to agree the skills and knowledge profile required of new members and agree the recruitment process.

Reaching under-represented groups will be a priority and members are asked to agree how best to achieve this.

Members are also asked to identify external people who could be invited to be part of the recruitment process.

Previous Committee Approvals: No

For publication ☒	**For publication with redactions** ☐	**Not for publication** ☐