



SLSQ BOARD SKILLS PROFILES | JUNE 2024

The SLSQ Board maintains a Board Skills Matrix which is used to guide both the State Council, and the Board itself, in the recruitment, retention and professional development of Directors in line with good governance principles.

Due to rotation and impending resignations from the Board at the 2024 AGM, the Council and Board have reviewed the Skills matrix in depth and have developed some prioritised '*Skills Profiles*' that the Council will use in its deliberations prior to the Board election process which is completed at the AGM in September 2024.

To assist SLSQ members interested in applying for SLSQ Director positions in 2024, the following Skills profiles are provided:

Essential:

- **Corporate Governance**
A understanding of the principles of contemporary corporate governance, including an acceptance of fiduciary duty and legal responsibilities of Directors. There must be a willingness to undertake professional development in this area, if required, such as the AICD Company Directors course.
- **Commercial Acumen**
A core ability to understand and interpret financial information in both a Commercial and NFP context. Ability to understand P&L, Balance Sheet and Cashflow Statements is critical along with an understanding of basic financial ratios. Accountability for the protection of members' assets is a core responsibility of the Board. An understanding of risk management is also required.
- **Financial**
Expertise in financial management encompasses a multifaceted skill set vital for the effective stewardship of an organisation's financial resources. This includes proficiency in various domains such as budgeting, financial reporting, risk assessment, and fiscal planning, each playing a crucial role in ensuring the organisation's financial sustainability and growth.
- **Directors Experience**
A demonstrated understanding of board governance and directorship principles, familiarity with board member roles and responsibilities, and experience in strategic decision-making and governance oversight are highly regarded for SLSQ to ensure effective leadership, drive strategic decision-making processes, and navigate challenges in the lifesaving sector.

Profiles:

In the current board nominations cycle, the following individual skills profiles have been identified as high priority:

Volunteer and Membership

Building a vibrant and engaged community of volunteers and members is crucial for SLSQ as it ensures a strong support network and active participation in lifesaving



Queensland

activities, fosters a shared sense of purpose among stakeholders and effectively harnesses diverse skills and resources to advance lifesaving/membership initiatives. Contemporary skills and experience in this area will be highly regarded.

Sponsorship & Partner Engagement in the NFP setting.

A key aspect of the organisations future development is engagement with an increasing scope of sponsors and commercial partners. Contemporary skills and experience in this area will be highly regarded.

Corporate Communications & Public Relations.

With a membership base of 36,000 and an increasing demand for different and more targeted information, the organisation is particularly challenged with communications of all kinds, including with its members, partners and stakeholders. Current skills and experience in this area will be highly regarded.

It is important for interested parties to note that SLSQ's Diversity, Equity and Inclusion Policy aspires to display a welcoming culture at all levels across the organisation. Such a culture should, over time, mean that the organisation's membership, including Club membership represented by the 58 affiliated Clubs, should closely reflect the diversity of the population in the communities we serve.

In turn, the organisation's leadership structures and those of our Clubs should closely reflect the diversity of the membership base.

These principles apply to the SLSQ Board positions and therefore, female members (who make up close to 50% of our membership base) and other under-represented groups with the appropriate skillsets as above, are strongly encouraged to apply.