

		BOARD MEMBERS							
	Knowledge & Skills	Lauren O'Dwyer	Kieran Rivett	Fiona McNally	Lucy Tehan	Claire Stuchbery	Elise Beacom	Suzi Hutchings	Average
	Consecutive Years on PBS Board (current term)	4	2	1	1	2	0	0	1.00
Leadership	Governance	5	5	4	5	5	3	5	6.40
	Not-for-profit/business structure knowledge	4	2	4		5	4	4	4.60
	Accounting/financial management	3	5	2		4	3	4	4.20
	Legal expertise	3	4	3	5	2	2	3	4.40
	HR & performance management / change management	4				3	3	2	4.00
			3	5					
	Strategic planning	5	5	5		5	4	5	5.80
	Fundraising & philanthropy	4	2	0		5	5	2	3.60
	Risk management	4	5	3		4	3	4	4.60
	Media policy & regulatory environment	3	0	0		5	1	4	2.60
Marketing & communications/ brand management	4				4	5	2	4.00	
			2	3					
	Media sector experience/employment	3	2	0		5	5	5	4.00

	Music sector experience (performance and/or industry employment)	4	4	0		3	1	3	3.00
	Information technology	3	3	3		3	0	3	3.00
	Revenue generation / business development	2	3	3		5	5	3	4.20
	Training / volunteer development	4	1	2		5	2	4	3.60
	Audience development	4	2	0		5	3	1	3.00
<b>Lived experience</b>	Broadcasting at PBS	N	N	N	N	Y	N	Y	
	Age range (18-24, 25-34, 35-44, 45-54, 55-64, 65 or over)	35-44	45-54	35-44		35-44	35-44	55-64	
	Gender identity	F/NB	M	F		F	F	F	
	Aboriginal and/or Torres Strait Islander	Y	N	N		N	N	Y	
	Ethnically diverse cultural background	N	N	N		N	N	N	
	LGBTQIA+	Y	N	N		N	N	N	
	With a disability	Y	N	N		N	N	N	

## EXPLANATORY NOTES

### Background

This matrix outlines a cross-section of skills and experience desired for the PBS FM Board. It aims to support recruitment to Board positions and identify skills gaps. The PBS Constitution dictates a maximum of 7 board members to be elected by shareholders (and appointed short-term to fulfil vacancies), and allows for the direct appointment of observers and advisors to the Board to address any skills gaps or short term requirements.

**Action**

PBS Board Members are asked to self-assess a score between 1 - 5 for each identified skill or area of knowledge.

PBS Board Members are also invited to share self-identified demographic information to support a range of lived experiences contributing to the Board.

**Scoring Guidelines**

1 = very little or no knowledge

2 = less than two years experience, some familiarity (learning phase, familiar with concepts, minimal implementation)

3 = strong familiarity and/or 5+ years experience (eg. other Board positions, senior positions held, direct experience)

4 = partially completed and/or underway qualification and/or 10+ years experience (competent and practiced skills)

5 = completed formal qualification and/or 20+ years experience

**Implementation**

Average scores will highlight strengths and potential weaknesses across the Board composition and will be used to guide recruitment and advisory requirements.