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|  | **MATRIX** |  |
|  | Knowledge & Skills | Score |
|  | Consecutive Years on PBS Board (current term) |  |
| **Leadership** | Governance |  |
| Not-for-profit/business structure knowledge |  |
| Accounting/financial management |  |
| Legal expertise |  |
| HR & performance management / change management |  |
| Strategic planning |  |
| Fundraising & philanthropy |  |
| Risk management |  |
| Media policy & regulatory environment |  |
| Marketing & communications/ brand management |  |
|  | Media sector experience/employment |  |
| Music sector experience (performance and/or industry employment) |  |
| Information technology |  |
| Revenue generation / business development |  |
| Training / volunteer development |  |
| Audience development |  |
| **Lived experience** | Broadcasting at PBS |  |
| Age range (18-24, 25-34, 35-44, 45-54, 55-64, 65 or over) |  |
| Gender identity |  |
| Aboriginal and/or Torres Strait Islander |  |
| Ethnically diverse cultural background |  |
| LGBTQIA+ |  |
| With a disability |  |

**Explanatory Notes**

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| **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 knowledge2 = 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.  |