

	PBS Board Nominee Skills 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	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

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.