

COMMUNITIES SA BOARD SKILLS MATRIX

Skills Assessment Instructions

Please rate your proficiency in each skillset using the scale of 1-4, where 1 indicates no knowledge or skills in this area, and 4 represents high expertise and extensive experience. A strong board requires diverse skills around the table, so it's perfectly acceptable if some areas aren't relevant to your background. This assessment helps us identify both our collective strengths and potential gaps to address through targeted recruitment or professional development. Your honest self-evaluation is valuable for building a well-rounded board that can effectively govern our organisation.

BRAND & MARKETING

Expertise in brand strategy, marketing communications, and public relations to guide organisational positioning and increase visibility and community engagement.

COMMUNITY, ENGAGEMENT & NETWORKING

Skills in building relationships, engaging with stakeholders, and representing the organisation within the broader community to enhance its impact and reputation.

CULTURAL & DIVERSITY

Experience with diverse communities across age, nationality, and religion, including knowledge of inclusion practices and ability to represent varied perspectives in decision-making and program development.

DIGITAL, TECHNOLOGY, CYBER & AI

Knowledge of digital transformation, cybersecurity, and emerging technologies to provide strategic guidance on tech investments and digital risk management.

FINANCE & ACCOUNTING

Finance and accounting experience. Holds a recognised accounting qualification. Skills to chair the Audit, Finance and Risk committee.

GOVERNANCE

Experience of governance through Board appointments at other organisations or through former senior management experience

HUMAN RESOURCES

Experience in talent management, organisational development, and employment policies to guide staff development and create a healthy organisational culture.

STRATEGY

Experience of strategic oversight, including the development and implementation of strategic plans.

4 = Skilled or knowledgeable with experience (5+ years)

3 = Some knowledge with experience (0-5years)

2 = some knowledge without any experience

1 = No qualifications or experience



BOARD SKILLS MATRIX – Rank your skill level between 1 – 4 for each skill.
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- 4 = Skilled or Knowledgeable with experience (5+ years)
- 3 = Some knowledge with experience (0-5years)
- 2 = some knowledge without any experience
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BOARD SKILL	SKILL DESCRIPTION	DIRECTOR 1	DIRECTOR 2	DIRECTOR 3	DIRECTOR 4
BRAND & MARKETING	Expertise in brand strategy, marketing communications, and public relations to guide organisational positioning and increase visibility and community engagement.				
COMMUNITY, ENGAGEMENT & NETWORKING	Skills in building relationships, engaging with stakeholders, and representing the organisation within the broader community to enhance its impact and reputation.				
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FINANCE AND ACCOUNTING	Finance and accounting experience with a recognised accounting qualification. Skills to chair the Audit, Finance and Risk committee.				
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STRATEGY	Experience of strategic oversight, including the development and implementation of strategic plans.				