

## NON-EXECUTIVE DIRECTOR/BUSINESS ADVISER – KEY CRITERIA

It is the STSB's expectation that members of the business boards will collectively demonstrate the criteria set out below such that the full breadth of experience, knowledge, skills and qualities are then available to the board.

<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Interpersonal and communication skills, with ability to develop professional relationships at Board level</li> <li>• Independent mind-set, with ability to be objective and take a view focused on the long-term success of the organisation</li> <li>• Ability to represent the organisation to shareholders and stakeholders effectively</li> <li>• Emotionally intelligent, with ability to offer constructive challenge and push the boundaries of debate</li> <li>• Strong analytical and problem solving skills</li> </ul>	
<b>Motivation</b>	<ul style="list-style-type: none"> <li>• Strong community commitment</li> <li>• Commitment to customer service</li> </ul>	
	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>		<ul style="list-style-type: none"> <li>• Graduate</li> <li>• Relevant Professional Qualification such as: <ul style="list-style-type: none"> <li>○ Chartered/Certified Accountant (if role involves Audit Committee)</li> <li>○ IoD Chartered Director</li> <li>○ Diploma in Company Direction</li> <li>○ Professional Management Qualification</li> <li>○ ICSA (or equivalent)</li> <li>○ CIPD</li> </ul> </li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Board experience at an executive/non-executive level within a medium to large complex organisation</li> <li>• Experience and understanding of change management</li> <li>• Strategic direction and leadership</li> <li>• Customer awareness and responsiveness</li> </ul>	<ul style="list-style-type: none"> <li>• Politically aware and experience of the workings of Guernsey's Government</li> <li>• IT Experience</li> </ul>
<b>Knowledge &amp; Skills</b>	<ul style="list-style-type: none"> <li>• Proven commercial and entrepreneurial acumen and ability to identify commercial opportunities through relevant market awareness</li> <li>• Ability to evaluate, develop and deploy strategic options in a challenging industry</li> <li>• Strategic &amp; operational benchmarking</li> <li>• Knowledge and experience of best corporate governance. Understanding of responsibilities and liabilities of directors</li> <li>• Knowledge &amp; skills of legal and financial matters</li> <li>• Numerate &amp; financially capable</li> </ul>	<ul style="list-style-type: none"> <li>• Broad experience in utilities, manufacturing, retail or infrastructure</li> <li>• Knowledge of regulatory background</li> <li>• Mergers &amp; Acquisitions</li> </ul>

<b>Notes:</b>	<p>The States Trading Companies will be asked to identify any specific or specialist criteria that may be required, taking into account their own requirements and succession plans.</p> <p>The time commitment required for business advisers will vary depending on the business. However, as a minimum, board members are expected to attend quarterly meetings and further opportunities may arise to provide support to specific projects and/or work streams.</p>
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