

The Housing Connection – Board Skills Matrix as at March 2021

Section A – Professional Skills

1. Essential

Skill Area	Description
Financial management	Ability to understand the issues important to financial integrity and solvency, including safeguards and procedures to protect the organisation, especially in a nonprofit context. This includes the ability to read and understand financial information including annual reports, balance sheets, profit and loss statements, cash flows and budgets, as they pertain to nonprofit organisations
Strategy	Ability to think strategically and identify and critically assess strategic opportunities and threats that will underpin organisational responses
Corporate governance	Knowledge and experience in best practice corporate governance structures, policies and processes, with special application to the nonprofit sector, and the ability to apply this knowledge as demonstrated through past company board experience
Risk management	Knowledge and understanding of risk management and its application in an organisation-wide integrated risk management framework, including all elements of organisational risks
Property Development	Experience in the strategic management of real estate assets that support The Housing Connection achieving its medium- and long-term objectives, including the identification and evaluation of property acquisitions either as outright purchases and/or strategic partnerships

2. Desirable

Skill Area	Description
Change management	Experience in overseeing, or managing at a senior level, organisational change, including organisational processes and culture
Interpersonal engagement	Ability to engage with, and influence, organisational stakeholders, in order to advance the interests of The Housing Connection
Fundraising	Experience in fundraising
Marketing	Experience in marketing and business development
Australian Disability framework	Knowledge of the Australian Disability service provision framework and the operational and funding arrangements associated with the National Disability Insurance Scheme

Section B – Personal Attributes

Skill Area	Description
Communicator	Ability to constructively and appropriately debate other people's viewpoints, and to communicate effectively with a broad range of stakeholders

Critical and innovative thinker	Ability to critically analyse complex and detailed information, readily distil key issues, and develop innovative approaches and solutions to problems
Integrity and ethics	<p>A commitment to:</p> <ul style="list-style-type: none"> • Understanding and fulfilling the duties and responsibilities of a director, and maintaining knowledge in this regard through appropriate professional development • Putting the interest of The Housing Connection before any personal interests • Being transparent and declaring any activities or conduct that might be a potential conflict • Maintaining board confidentiality
Mission and Values	Ability and willingness to incorporate the historical context of The Housing Connection into Board deliberations and decision-making