



Meeting	Search and Nomination Committee
Date and time	Friday 8 th December 2023 at 4.30 p.m.
Location	Via Microsoft Teams

Governance Officer
27 November 2023

AGENDA

Welcome and Apologies

Declarations of Interest

1. MINUTES

a.) Meeting of the Committee held on 10 May 2023

2. CO-OPTED BOARD MEMBER RECRUITMENT

Report by Governance Officer

3. AOCB

4. DATE OF NEXT MEETING

UHI | INVERNESS

Subject/Title:	Board Member Recruitment
Author: [Name and Job title]	Ludka Orłowska-Kowal, Governance Officer
Meeting:	Search and Nomination Committee
Meeting Date:	08 December 2023
Date Paper prepared:	27 November 2023
Brief Summary of the paper:	This report provides the Committee with a background to the new recruitment campaign to the Board of Management, the skills and experience which we currently have on the Board of Management and the steps which need to be taken to begin this process.
Action requested: [Approval, recommendation, discussion, noting]	<p>The Committee is asked to discuss and agree the following:</p> <ul style="list-style-type: none"> ➤ Determine and agree the skills gap within the current Board and agree how to target these areas during a recruitment drive. ➤ Approve the draft outline timetable for the recruitment campaign. ➤ Discuss and agree who will be on the Selection Panel.

Item 02

Link to Strategy: Please highlight how the paper links to, or assists with:: <input type="checkbox"/> compliance <input type="checkbox"/> partnership services <input type="checkbox"/> risk management <input type="checkbox"/> strategic plan <input type="checkbox"/> new opportunity/change	<input type="checkbox"/> Governance Compliance. <input type="checkbox"/> Risk Management		
Resource implications:	Yes / No If yes, please specify:		
Risk implications:	Yes / No If yes, please specify: Operational: Implications for Audit Committee and Risk Management Organisational:		
Equality and Diversity implications:	Yes/ No If yes, please specify:		
Student Experience Impact:	Yes/ No If yes, please specify:		
Consultation: [staff, students, UHI & Partners, External] and provide detail			
Status – [Confidential/Non confidential]	Non-Confidential		
Freedom of Information Can this paper be included in “open” business* [Yes/No]	Yes		
*If a paper should not be included within “open” business, please highlight below the reason.			
Its disclosure would substantially prejudice a programme of research (S27)		Its disclosure would substantially prejudice the effective conduct of public affairs (S30)	
Its disclosure would substantially prejudice the commercial interests of any person or organisation (s33)		Its disclosure would constitute a breach of confident actionable in court (s36)	
Its disclosure would constitute a breach of the Data Protection Act (s38)		Other (Please give further details)	

Further guidance on application of the exclusions from Freedom of Information legislation is available via

<http://www.itspublicknowledge.info/ScottishPublicAuthorities/ScottishPublicAuthorities.asp> and

http://www.itspublicknowledge.info/web/FILES/Public_Interest_Test.pdf

BOARD MEMBER RECRUITMENT

Introduction

As per our Constitution our Board of Management should consist of not less than 13 or more than 18 Members. It is worth highlighting that the Scottish Government are currently consulting on plans to add trade union representatives to all College Boards and if approved it is expected that our membership would change to not less than 15 or more than 20 Members.

Within AY 23/24 we have had one Non-Executive Member resign from the Board and one Co-opted Member become a Non-Executive Member of the Board. Currently we have 13 Non-Executive Members, 2 Staff Representatives, 2 Student Representatives and the Principal as members of the Board of Management.

We are therefore looking to recruit 1 Co-opted Member to the Board of Management.

Since the decision has been made a known individual with skills expertise in HE Education and Legal systems has been approached and agreed to become a Co-opted Board Member.

Selection Panel

There is a requirement for 4 individuals (2 Board Members, 1 Member of Regional Strategic Committee or Court and an independent person) to be part of the selection panel for a new Board Member.

Recommendations

It is recommended that the following actions be agreed in advance of the recruitment campaign.

- Agree the date for the Selection Panel
- Agree who will be on the Selection Panel.