



## **Saint John of God Community Services clg**

### **Competency Framework for Board of Directors (and non-director members of board subcommittees)**

#### **Introduction**

The Board of Directors is obliged to ensure that the Company is headed by an effective board which is collectively responsible for the long-term success of the Company.

The board's role is to provide effective leadership of the company within a framework of prudent and effective controls which enables risk to be assessed and managed. The board sets the company's strategic aims, ensures that the necessary financial and human resources are in place for the company to meet its objectives and review management performance. The board sets the company's values and standards and ensures that its obligations to its stakeholders and others are understood and met. All directors must act in what they consider to be the best interests of the company, and consistent with their statutory duties.

#### **Competency Framework**

The board should have within its membership the appropriate balance of skills, experience, independence, and knowledge of the Company to enable them to discharge their respective duties and responsibilities effectively.

As a group the Board of Directors should be able to demonstrate the following competencies:

#### **Strategy**

Experience in strategy development and the factors involved in both devising and implementing successful strategies; ability to identify opportunities and threats to the functioning of the Company; ability to demonstrate a broad range of views and perspectives, challenge orthodoxy and be able to propose creative ideas that may be pursued to the Company's benefit.

#### **Finance**

Commitment to prudent financial management and accountability; experience in accounting and/or finance; ability to analyse financial statements and critically assess financial viability including cost control, purchasing, and operational performance. Ability to carry out strategic financial planning; manage budgets and the efficient use of resources; and manage funding arrangements and accountability.

#### **Service delivery**

Knowledge and experience in the provision and management of services to vulnerable children and adults that meet all applicable regulatory requirements.

### **Human Resource Management**

Strategic human resource management including succession planning, workforce planning, employee and industrial relations, manpower utilisation, work process improvements, customer service.

Experience of organisation development to ensure alignment with corporate objectives.

### **Governance**

Experience of implementing best practice corporate governance structures, policies and processes. Ensuring compliance with laws and regulations and delivering a quality improvement culture. Commitment to the highest standards of governance, in the light of the Board's responsibilities under the Company Acts and to the Health Services Executive, the Charities Regulator, HIQA and the various codes to which the Company subscribes. Ability to appoint and evaluate the performance of the CEO and senior executive managers.

### **ICT**

Knowledge and experience in the strategic use and governance of information management and information technology.

### **Line Management**

Experience at a senior level in an administrative or clinical role in a comparable organisation. Ability to identify and assess risks to the organisation and monitor risk and compliance frameworks and systems.

### **Change Management.**

Experience in overseeing organisational change and associated engagement with key internal and external stakeholders.

**End.**