**Trustee Board Succession planning**

Our trustee board structure is such that a majority of the board are replaced every year. This brings fresh thinking and enthusiasm in a manner absolutely befitting our dynamic organisation.

This turnover also creates a challenge in terms ensuring that the skills and knowledge across the trustees remain continuous and balanced.

Below is an outline of our current Trustees including the dates of their terms which displays that there is currently a vacancy for one external trustee position.



Governance Committee discussed and approved a plan for a skills audit to be carried out before incoming Officer Trustees begin their roles in order to help shape their induction.

This audit will be complete by mid-July and will enable the appointments and remuneration committee to assess and recommend a candidate to the Board for formal ratification in time for the October Board of Trustees meeting.

An outline of the timeline therefore would be:

|  |  |
| --- | --- |
| **Action** | **Completed by** |
| Establish the officer and student trustee members of A&R committee | 13th July |
| Skills Audit complete for all members 2016-17 Board of Trustees | 13th July |
| Cross-referencing of audit returns and unrepresented areas highlighted | 20th July |
| Advert agreed and posted for vacant trustee position | 29th July  Advert live until late August |
| Interview shortlisted candidates | Early September – dates tbc |
| Recommendation ratified by Council | Late September |
| Recommendation ratified by Board via email | Early October |
| Successful candidate attends Board | 27th Oct |

For decision:

1. Approval of the recruitment plan for vacant Trustee position
2. Establish the new student and officer trustee members of the appointments and remuneration committee.
   1. *This does not need to be done in the meeting but it would be worth considering the value of including the Council Chair in the committee to ensure transparency for council.*
3. Agree to receive the recommendation from the A&R Committee via email to facilitate approval in advance of the October meeting therefore enabling the new trustee’s attendance at the October Board.

Jarlath O’Hara

Managing Director