

Board Skills Matrix

E1 — Map skills against governance needs

Use this matrix to map current skills against what the organisation needs. Identify gaps to drive board recruitment and development.

Rating guide: 3 = deep expertise | 2 = working knowledge | 1 = basic awareness | blank = no knowledge

Organisation: _____

Date: _____ Completed by: _____

Skill domain	Director 1	Director 2	Director 3	Director 4	Director 5	Director 6	Gap?
Financial management							
Legal and risk							
Sector knowledge							
Strategy and planning							
HR and people							
Communications and marketing							
Technology and digital							
Community connection							
Fundraising and business development							
Advocacy and government relations							
Lived experience							
Other: _____							
Notes / priorities:							

Review this matrix at least annually and whenever a director vacancy arises. Focus recruitment on the gaps, not on finding people similar to current directors.