**Person specification for Board members**

This person specification is in two parts:

* A set of core qualities expected of all Board members
* A set of skills, knowledge and experience that the Board need to have as a whole

**Core qualities**

* Commitment to the organisation and achieving the aims
* Willingness to devote the necessary time and effort
* Leadership and chairing skills and the willingness to make these available
* Strategic vision
* Good, independent judgment and maturity
* Ability to think creatively
* Good communication and interpersonal skills
* Tact and diplomacy
* Understand and accept the legal duties, responsibilities and liabilities of board membership
* Understand the core elements of the business; letting, managing and maintaining property; providing arts and cultural opportunities and supporting enterprise development.
* Ability to work effectively as a member of a team
* Ability to use I.T. in conducting their business as a Board member e.g. sending and receiving information by email
* Understand the concepts of budgeting and monitoring financial performance
* The skills to analyse proposals and examine their consequences

**Skills, Knowledge and Experience**

Each Board member is expected to contribute to at least one of these areas of skills, knowledge and experience. The Board as a whole will endeavour to have at all times at least one Board member who can demonstrate strength in one of more of each area. The Board will also have the ability to employ advisers or co-opt additional Board members to fill gaps in expertise.

* Knowledge and experience of museums and heritage programming for a commercial venue
* Skills in the Charity sector; understanding of funding and funders and management of funded programmes
* Evidence of strategic thinking
* Commercial expertise; running a business, employment
* Evidence of local community engagement
* Experience of the health and wellbeing sector
* Involvement with local schools and colleges
* Links with academia
* Knowledge of property management, maintaining property and Health and Safety
* Committee and chairing experience
* Income generation, event management and similar
* Marketing expertise
* Volunteer management and co-ordination
* Other specialist skills such as Accounting, Legal services, HR.