Department of Communications and the Arts

Feedback: auDA Board Skills Matrix

Recommendations	Review feedback (Areas where document does not appear to meet requirements of the review)	Guidance / questions (Dept welcomes views on identified issues)	General Observations / Context	auDA response
Rec 7aii: The Nomination Committee will undertake probity and disclosure assessments and develop a skills matrix to ensure new directors have an appropriate mix of technical and corporate skills and industry experience.	• The matrix will be developed by the Nomination Committee (see rec 7aii). This is not identified in the draft matrix.	• How will the draft board skills matrix be provided to the nomination committee? Is the expectation the nomination committee will have flexibility to vary the skills matrix? • The Department considers that experience in being a director of a not-for-profit and member organisation, an understanding of the multi-stakeholder internet governance model, and strong community/stakeholder engagement skills should be beneficial and could be added as professional skills and experience criteria. Views from auDA would be welcome on this inclusion. • Preamble references auDA's transparency and accountability framework – the status of this framework is unclear. • Document contains a rating scale (E to L) – not clear what this is or how it would be used? • No mention of change management (see p. 21 of .au Review) – would there be value in adding this to People and Performance?		• At the first meeting of the Nomination Committee, the first agenda item will be consideration of the skills matrix provided by the Board, along with the feedback obtained through the public consultation phase. As per Clause 3.3.a of the Nomination Committee Charter, the Committee will "develop and periodically review the Company's board skills matrix". • The Department's feedback regarding the inclusion of additional director experience derived from not-for-profit entities and an understanding of the multi-stakeholder internet governance model will be provided to the Nomination Committee for their consideration. auDA does submit that "Relevant technical knowledge", "Industry knowledge and experience", and "Stakeholder management" do address these considerations. • The public version of the skills matrix outlines the skills and experience the board currently has assessed as being necessary for the new directors of auDA to possess. The assessment rating against these skills have been provided as guidance and it will be a requirement of the Nomination Committee to develop a comprehensive and responsive assessment model as per Clause 3.3 of the Committee's Charter.