

BLACKWOOD BOARD MEMBERS SKILLS PROFILE

Very strong (5)	Strong (4)	Working knowledge (3)	Limited (2)	None (1)
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Tenants, Residents, Community and Neighbourhood issues

E1	Knowledge of the areas, tenants and communities served by the association					
E2	Local capacity building, participation and involvement for tenants/residents					
E3	Local economic development, financial exclusion, community safety or employment creation initiatives					
E4	Equal opportunities and diversity, specific needs of local ethnic communities					
E5	Knowledge of other relevant sectors such as education, health, policing. Please give details below.					

Business, Finance and Governance

E7	Commercial business, business planning, financial and management skills, organisational strategy and change management					
E8	Accountancy and audit, knowledge of statutory requirements					
E9	Financial and treasury management, funding structures					
E10	Risk management and mitigation					
E11	Performance management and continuous improvement					

E12	Non-executive leadership. Chairing Board / Committee meetings, experience of other Boards					
E13	Project appraisal, management and financial modelling					
E14	Information technology and business systems					
E15	Human resources and organisational change and development					
E16	Communications, marketing and public affairs					
E17	Legal or other professional					

Housing, Care and Support, Property and Development

E19	Housing management and maintenance of social housing					
E20	Provision of care and support for older or vulnerable people					
E21	Regulation of social housing (or a similar regulated area)					
E22	Public policy and politics as relating to the wider social housing sectors					
E23	Provision of customer services with a focus on performance and improvement					
E24	Delivering value for money, efficiency gains, continuous improvement					
E25	Funding, planning and development for housing and regeneration					
E26	Property, asset management, development, regeneration, surveying etc.					
E27	Sustainability, in terms of reducing energy use, pollution, carbon impact					
E28	Working with local authorities, or other government and statutory bodies					