

RSL Queensland Board Skills Matrix

The Skills Matrix provides a list of skills and competencies that assists to optimise RSL Queensland’s Board, now and into the future, and help RSL Queensland achieve its mission to support veterans and their families.

Competency	Skill
Board Director and/or Board Committee experience	Experience on other RSL boards (e.g., District and Sub Branch boards) as a Director.
	Experience on other boards as a Director (not-for-profit, for profit or other).
	Experience as a Chair.
	Executive leadership and/or C-suite experience.
Governance	Understanding of legal and regulatory requirements for non-profits (e.g. the ACNC).
	Knowledge of board governance principles and best practices.
	Ability to ensure an organisation's compliance with applicable laws and regulations.
Financial Literacy	Understanding of accounting and financial concepts including cash flows, assets, inventory, short and long-term debt, balance sheets, income types, budgeting processes, financial planning, investment portfolio management and accounting data.
	Ability to interpret financial data and perform financial analysis.
Risk Management	Understanding of the principles and application of risk management in the consideration of strategic decisions; events that could occur, risk appetite and consequence.

Competency	Skill
Strategy Development	Professional experience in strategy development or implementation such that the strategic principles, terminology and methodology used are understood.
Government Relations, Advocacy, and Policy	Knowledge of public policy issues relevant to the organisation's mission.
	Experience in advocating for policy change at local, regional, or national levels.
	Ability to collaborate with other organisations and grassroots movements to drive change.
People and Culture	Understands key strategic Human Resources (HR) issues (succession planning, talent management, executive compensation, employee/industrial relations, people metrics). Is conversant with modern employee engagement principles and organisational culture leadership and improvement practices.
	Understands Workplace, Health Safety and Wellbeing legislation and its application in the workplace.
Program Evaluation and Impact	Experience in assessing program effectiveness and impact.
	Ability to develop and implement evaluation frameworks.
	Knowledge of outcome measurement and data analysis techniques.
Corporate Partnerships and Sponsorships	Experience in soliciting and securing funds from corporates and donors.
	Knowledge of fundraising strategies and techniques and the ability to develop and implement successful fundraising campaigns.
Marketing and Brand	Professional experience in brand, marketing, or communications with an understanding of marketing and communication principles.

Competency	Skill
Business Transformation	Understanding of transformation and change management concepts, methodology and terminology.
Technology, Cyber and Digital	Understanding of information technology, digital transformation, cyber security, cloud, data management and analytics and how these interact at a strategic level.
Community Engagement	Understanding of the principles and foundations of community engagement to enable collaborative interaction with the community to improve outcomes.