

Coast to Capital – Skills 360° Board

Recruitment of Board Members

Background

The purpose of the Coast to Capital Skills 360° Board will be to provide direction and strategic support for the delivery of the Strategic Economic Plan, Gatwick 360°, specifically the actions within Priority 4: Create Skills for the Future.

Government's Industrial Strategy announced the introduction of Skills Advisory Panels, to be integrated into Local Enterprise Partnerships, to inform the analysis that feeds into Local Industrial Strategies. The Skills 360° Board has been established in line with the remit of a Skills Advisory Panel as set out by Government.

Being a member of the Skills 360° Board offers the opportunity to influence the way in which we create skills for the future in the Coast to Capital area. We are at a time of significant change in the UK as we move towards our exit of the European Union. This along with an ageing population and rapid advances in technology mean the skills debate is urgent and requires an innovative approach more so than ever before.

Your membership of the Skills 360° Board will involve you in policy and decision making at a regional level, helping to shape our negotiation of a Local Industrial Strategy with Government. You will support us to identify the major skills and recruitment challenges we currently face and to be a part of the solution. Your networks and influence will bring us the recognition and investment we need to deliver high quality skills education and training in the Coast to Capital area.

The Skills 360° Board will:

- commission research and analysis as required to help determine the skills needs of the Coast to Capital area and establish priorities
- explore local solutions and policy options
- review the analysis to establish the capital and revenue investment needed to meet the identified skills needs
- determine the investment requirements and demonstrate the outputs and funding needed to deliver the priorities
- provide progress reports to the Coast to Capital Board

This documents sets out the arrangements for the recruitment of the members of the Skills 360° Board.

Board members and their roles

The Skills 360° Board membership will include representatives from private and public sector businesses, the education sector, the community and voluntary sector and the Chief Executive Officer of Coast to Capital.

The role of the private and public sector members is to represent the views and interests of businesses, as well as to support understanding of the skills needs of businesses and identify where local policy and investment is needed to create the skills for the future of the Coast to Capital area.

The role of the education sector members is to represent the views and interests of the further and higher education sector and to bring a comprehensive knowledge of the education policy and funding landscape.

The community and voluntary sector representative will represent the views and interests of the local communities and organisations that work within the community and voluntary sector.

Members are expected to attend all meetings and have sufficient seniority to make decisions on behalf of their organisations and to influence the actions and decisions of other organisations and senior government officials.

Membership will be reviewed after 18 months.

The posts are unremunerated and applicants are expected to live and/or work in the region.

Meetings will be two hours and held on a quarterly basis, with more frequent meetings in the initiation phase (to be confirmed during recruitment).

Recruitment

The chair

We have invited the Coast to Capital Board Further Education representative to Chair the newly formed Skills 360° Board in the first instance. Following the set up phase this will be reviewed and a Chair appointed by the Board – the SAP guidance requires this to be a Coast to Capital Board member.

The private and public sector business members

The private business and public sector representatives have been recruited through open advertising and selection.

The education sector members

We will invite our Coast to Capital Board Further and Higher Education representatives to join the Skills 360° Board. If they are not available, then we will seek representation from the Further and Higher Education institutions in the area. Representation should be at CEO/CEO Principal, Vice-Chancellor or Pro-Vice Chancellor level.

In addition the Skills 360° Board will be recruiting an independent training provider representative by open advertising and selection.

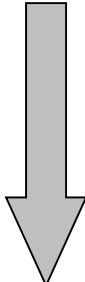
The community and voluntary sector member

The community and voluntary sector member will be recruited through open advertising and selection.

Selection Criteria

Selection and appointment of the independent training provider and community and voluntary sector members will be based on the calibre of the candidates. They should be senior leaders – CEOs, Chairs, Board Directors or Trustees.

The selection criteria will be framed to try and give a balance of area, sector, and size of the business. The hierarchy of selection criteria is as follows:

	Experience and credibility	Must be an experienced leader – essential to have many years sector experience. See person specification below
	Seniority	CEO, Chair, Board Director or Trustee
	Location	Coast to Capital area
	Sector	Independent training provider Community & voluntary sector organisation Community interest company

Coast to Capital is committed to creating an inclusive organisation that promotes and values diversity. Applications are welcome from under-represented groups and female business leaders are encouraged to apply. We are looking for senior candidates and these roles would appeal to experienced leaders who can help to maximise the region's potential and offer an exciting opportunity to someone who is committed to creating an environment where business can flourish.

Board member person specification

The members of the Skills 360° Board will be required to have the following skills, knowledge and experience:

	Essential	Desirable
Negotiation skills	✓	
Influencing skills	✓	
Leadership	✓	
Ability to think critically and challenge where necessary	✓	
Decision making	✓	
Excellent understanding of and interest in education policy and provision	✓	
Commitment to ensuring the skills of the existing and future workforce meet the needs of the economy	✓	
Knowledge and experience of accessing the hard to reach communities and individuals	✓	

Strong links with area wide and national networks for independent training providers and/or community and voluntary sector organisations		✓
Knowledge of the skills needs of employers in the area and their workforce development requirements		✓
An overview of future business landscape		✓
An understanding of the impact of technology on the business world		✓

Selection Interviews

Appointment to the Board will be made following a series of selection interviews.

Timetable

Date	Milestone
Friday 21 December 2018	Recruitment commences
Monday 28 January 2019	Deadline for applications
Between Monday 28 January 2019 and Friday 1 February 2019	Shortlisting
Between Monday 4 February 2019 and Friday 15 February 2019	Selection Interviews
Friday 22 February 2019	Members to be notified

How to apply

Please send a CV and a covering letter setting out your interest in the role and how you would fulfil our requirements to Claire Witz at claire.witz@coast2capital.org.uk by close of play on **Monday 28 January 2019**.