



association of  
consulting and  
engineering

# ACE NEW ZEALAND BOARD SKILLS MATRIX

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## INTRODUCTION

ACE New Zealand's governing Board is responsible for overseeing ACE New Zealand's strategic direction, providing the leadership to put the strategy into effect, supervising the management of ACE New Zealand, and reporting to members on their stewardship of the organisation.

As a membership organisation, we need to ensure our Board is representative of the members we serve. We are also a highly functioning organisation that is moving to a more modern and strategic governance model, so we need to make sure our Board has good governance capability to support our organisation effectively and efficiently into the future.

Board composition is a major consideration for the effectiveness and performance of a Board. We need Board members who have a diverse range of governance skills and experience to take us forward on this journey, and who are effective in their performance.

The matrix below sets out the technical skills, behavioural competences, and diversity perspectives ACE New Zealand has identified as critical for the effective governance of ACE New Zealand.

## MATRIX

Our Matrix is divided into technical competencies (skills and experience), behaviour competencies (capabilities and personal attributes) and personal characteristics to bring us diversity of thought.

We anonymised the current Board's information for the technical and behaviour competency sections. The information presented represents the staying Board's top 3 ranked skills in each competency section.

	Board 1	Board 2	Board 3	Board 4	Board 5	Board 6
Technical skills / experience						
Industry experience	X	X	X	X		
SME leadership and governance	X				X	
Experience in Government relations, public affairs and advocacy						X
Accounting, audit/risk and finances					X	
Law and compliance						
Marketing, communications, public relations						
HR, People and culture transformation				X		
Software, digital risk and innovation						
Business development and entrepreneurial skills			X			X
Strategy development and implementation		X			X	X
CE / senior management experience		X	X	X		
Training and development						
Climate and sustainability	X					
Personal capabilities and competencies						
An understanding of good governance and the role of a Board director		X			X	
Willingness and ability to devote time and energy to the role			X	X		
Integrity and high ethical standards	X	X			X	
Flexible and adaptive			X	X	X	
Team player and interpersonal relations	X	X	X	X		
An understanding of te tiriti o Waitangi	X					