



OLLSCOIL NA GAILLIMHÉ
UNIVERSITY OF GALWAY



Skills, Experience and Competency Matrix for Membership of Údarás na hOllscoile 2025-2029



University
of Galway.ie

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Essential Requirements

The following competencies are requirements across the totality of the membership of Governing Authority.

Governance:

- Corporate Governance understanding and expertise
- Legal, compliance, regulatory experience
- Risk Management

Strategy:

- Strategic Planning experience
- Experience of overseeing Strategic implementation and monitoring
- Stakeholder engagement and management
- Expertise aligned to University's Strategic Priorities (e.g. Sustainability, Cyber Security, Research and Teaching Excellence)
- Capital projects management

Executive/Management and Organisational Experience:

- Board roles (Chair, Non-executive director, Executive director)
- Executive leadership/senior management
- Experience of Performance Management at Executive/Board level
- Experience of working on international projects or for international organisations
- An Ghaeilge - Irish Language and Culture
- Leadership of Equality, Diversity and Inclusion initiatives
- Culture and organisational dynamics
- Human Resource Management
- Cybersecurity and Artificial Intelligence

Financial:

- Financial management, including budgets and internal controls
- Understanding of financial reports and proposals
- Audit qualification and experience

Sectoral Experience:

- Public sector
- Education sector
- Industry and commercial sector
- Cultural and Artistic sector
- Regional Development

Teaching and learning:

- Leadership of Teaching and Learning expertise
- Professional knowledge of student experience

Research and Innovation:

- Leadership of Academic research
- Knowledge of research funding landscape

Desirable Requirements

- Experience of leading complex cross-functional projects to completion
- Fundraising and Development
- Experience of leading complex negotiations to a successful conclusion
- Public affairs, Marketing and PR
- Technology/IT/Digital Learning
- Entrepreneurship and Innovation
- Knowledge of broad public policy direction
- Crisis management

Diversity

Recognising the increasing diversity of the University community and the diversity of our region, greater diversity of experience and background is desirable in the membership of the Governing Authority. Diversity of gender (a gender quota of 40% will apply), age profile, ethnicity and experience will be actively sought in the membership, including through the addition of external members to sub-Committees.

Personal Attributes

The following personal attributes are desirable in the membership of the board, and will be promoted in all prospectus material circulated for elections or when seeking nominations:

- Level of team-player and collegiality
- Sense of duty of care to Stakeholders
- Engagement Style (Balanced, Challenging, Collegiate, Dynamic, Quiet / Reserved)
- Thinking Style (Creative / Innovative, Reflective / Measured, Solution-focused, Strategic)
- Quality of listening, respect for other member contributions and viewpoints and ability to move to a consensus
- Approach to challenge and debate
- Disposition under pressure and in crisis management scenarios
- Level/quality of preparation for meetings
- Work ethic/ willing to devote time and energy
- Behaviours, Culture, Ethics and Values system
- Openness to Learning/Improving Culture
- Analytical and Evidence-based
- Performance oriented
- Common sense and Sound Judgement