

**ASHM Director Skills and Experience - self assessment (non medical skills only)**

High = 3  
Medium = 2  
Low = 1

Area	Description	Priority	Self assessment score	Comments
<b>Risk &amp; Compliance</b>	Ability to identify key risks to the organisation related to each key area of operations. Knowledge of risk management frameworks/ standards. Ability to monitor risk and compliance and knowledge of legal and regulatory requirements.	<b>High</b>		
<b>Financial &amp; Audit</b>	Experience in accounting and finance to analyse statements, assess financial viability, contribute to financial planning, oversee budgets, oversee funding arrangements.	<b>High</b>		
<b>Strategy</b>	Ability to identify and critically assess strategic opportunities and threats to the organisation. Develop strategies in context of our policies and business objectives. Establish plans and tracking progress against strategy	<b>High</b>		
<b>Governance</b>	Knowledge of corporate governance requirements, particularly relating to the not for profit sector (e.g. principal requirements of the ACNC). Also familiarity with duties and responsibilities of Directors	<b>High</b>		
<b>Policy Development</b>	Ability to identify key issues for the organisation and develop appropriate policy parameters within which the organisation should operate.	<b>High</b>		
<b>Technology</b>	Knowledge of IT Governance including strategy development, privacy, operations, data management, disaster recovery	<b>High</b>		
<b>Human Resources</b>	Knowledge of employment law and other matters relating to HR strategy and staff development	<b>Medium</b>		
<b>Project Management</b>	Knowledge of the principles of good project management and governance, including budgets, milestone setting, reporting, delivery and implementation	<b>Low</b>		
<b>Marketing and Communications</b>	Experience in development and implementation of marketing and communication programs	<b>Medium</b>		
<b>Membership</b>	Experience in overseeing and management of membership programs	<b>Low</b>		
<b>Executive Management</b>	Experience in evaluating performance of senior management, and oversee strategic human capital planning. Experience in industrial relations and organizational change management programmes.	<b>Medium</b>		