

Croquet England Desired Trustee Skills

Competency or Skill	Description
Strategy	<ul style="list-style-type: none"> • Ability to think strategically
	<ul style="list-style-type: none"> • To identify and critically assess strategic opportunities and threats
	<ul style="list-style-type: none"> • to develop effective strategies in the areas of diversity and inclusivity
	<ul style="list-style-type: none"> • To develop effective strategies in the context of strategic objectives and relevant policies and priorities.
Policy Development	<ul style="list-style-type: none"> • To identify key issues and develop appropriate policies to define the parameters within which Croquet England should operate.
Financial Performance	<ul style="list-style-type: none"> • Analyse key financial statements
	<ul style="list-style-type: none"> • Critically assess financial viability and performance
	<ul style="list-style-type: none"> • Contribute to strategic financial planning
	<ul style="list-style-type: none"> • Oversee budgets and the efficient use of resources. For example, the CqE Shop
	<ul style="list-style-type: none"> • Oversee funding arrangements and accountability
	<ul style="list-style-type: none"> • Grant writing / Fund raising
Risk and compliance oversight	<ul style="list-style-type: none"> • To identify key risks to the organisation in a wide range of areas.
	<ul style="list-style-type: none"> • To monitor risk and compliance management frameworks and systems.
Safeguarding	<ul style="list-style-type: none"> • Knowledge and experience in best practice
Governance	<ul style="list-style-type: none"> • Knowledge and experience in best practice governance structures, policies and processes (particularly in the charity/not-for-profit/sporting context).
Executive management	<ul style="list-style-type: none"> • Experience of senior level management / Board of Directors etc.
	<ul style="list-style-type: none"> • Evaluate the performance of the BoT / Executive
	<ul style="list-style-type: none"> • Provide strategic oversight of operational matters
	<ul style="list-style-type: none"> • Oversee organisational change
	<ul style="list-style-type: none"> • Succession Planning
Sport Governance	<ul style="list-style-type: none"> • Knowledge of Sport England
HR Management	<ul style="list-style-type: none"> • Knowledge and experience of best practice

Legal	<ul style="list-style-type: none"> • Knowledge and experience
IT	<ul style="list-style-type: none"> • Broad knowledge and experience of IT systems
	<ul style="list-style-type: none"> • Use of office IT programmes including word processing, spreadsheets etc
	<ul style="list-style-type: none"> • Understanding of websites: design, development and operation
	<ul style="list-style-type: none"> • Understanding of databases: design, development and operation
Marketing	<ul style="list-style-type: none"> • Knowledge and Experience
Stakeholder Engagements	<ul style="list-style-type: none"> • Ability to engage and communicate with key stakeholders , e.g. Members, Charity Commission, Sport England
	<ul style="list-style-type: none"> • Lobbying or advocacy
Leadership	<ul style="list-style-type: none"> • Appropriately represent the organisation
	<ul style="list-style-type: none"> • Set appropriate board and organisational culture
	<ul style="list-style-type: none"> • Make and take responsibility for decisions and actions
Integrity	<ul style="list-style-type: none"> • Understanding and fulfilling the duties and responsibilities of a trustee and maintaining knowledge in this regard through personal development.
Commitment	<ul style="list-style-type: none"> • To demonstrate commitment to the purpose of Croquet England and its on-going success.
Interpersonal and Team Skills	<ul style="list-style-type: none"> • Listen to, and constructively and appropriately debate, other people's viewpoints.
	<ul style="list-style-type: none"> • Develop and deliver cogent arguments
	<ul style="list-style-type: none"> • Communicate effectively with a broad range of stakeholders
	<ul style="list-style-type: none"> • To ask questions and challenge management and peer trustees in a constructive and appropriate way.
	<ul style="list-style-type: none"> • To work as part of a team and demonstrate the passion and time to make a genuine and active contribution to the BoT of Croquet England
	<ul style="list-style-type: none"> • To negotiate outcomes and influence others to agree with those outcomes, including an ability to gain stakeholder support for the board's decisions.
	<ul style="list-style-type: none"> • Mediation and dispute resolution
Critical Thinking	<ul style="list-style-type: none"> • To critically analyse complex and detailed information, readily distil key issues and develop innovative approaches and solutions to problems.