

Board Skills

The Board Skills Matrix provides a guide to the skills, knowledge, experience, personal attributes, and other criteria appropriate for the governance of Northern Queensland Primary Health Network (NQPHN). The template is designed to inform the recruitment of directors and Board succession planning.

The NQPHN Board is a skills-based Board comprising directors who collectively have the skills, knowledge, experience, and attributes to effectively govern and direct the organisation. The skills and attributes required of NQPHN Directors are summarised as follows:

- governance skills (i.e. skills directly relevant to performing the Board's key functions)
- technical skills (such that, between the Directors, the Board has a suitable mix of skills across key technical and business areas relevant to the governance of an enterprise of this nature, e.g. human resources, accounting/finance, executive management)
- specific industry and sector skills (i.e. skills relevant to the Australian health care system with a particular regard to primary health and population health principles)
- behavioural attributes or qualities that are generally considered desirable to be an effective Director
- demographic attributes (designed to ensure the Board is constituted with a suitable mix of attributes, including gender and sexual diversity, cultural backgrounds, understanding of First Nations cultures, and geographical diversity).

The current matrix (2023)

Collective skills

Industry skills

- Community primary health care
- Regional secondary/tertiary hospital governance and/or management
- Data systems understanding, analysis, and application
- Government relations
- Health policy, planning, and delivery
- Clinical governance

Governance skills

- Strategy development skills and experience
- Financial strategy, analysis, and performance
- Corporate governance—qualifications and experience
- Risk and compliance oversight (including Workplace Health and Safety)
- Commercial experience
- Community and stakeholder engagement



NQPHN acknowledges the Aboriginal and Torres Strait Islander peoples as Australia's First Nation Peoples and the Traditional Custodians of this land. We respect their continued connection to land and sea, country, kin, and community. We also pay our respect to their Elders past, present, and emerging as the custodians of knowledge and lore.





Technical skills

- Accounting and Finance
- Legal—current legal practitioner or holds tertiary legal qualifications
- Marketing/Communications/Public Relations experience/skills
- Information and Communications Technology/Cyber Security
- Human Resources
- Executive management experience
- Policy/advocacy experience

Behavioural expectations

- Team player / collaborative
- Ability and willingness to challenge and interrogate information
- Common sense and sound judgement
- Integrity and high ethical standards
- Mentoring abilities
- Interpersonal relations (personal insight and emotional intelligence)
- Engaging in effective decision-making processes
- Willingness and demonstrated ability to devote time and energy to the role

Diversity and demographics

- Gender and sexual diversity
- Rural and remote community experience
- First Nations background and cultural competence
- Local communities

