

INSTITUTE OF DIRECTORS
IN IRELAND

Breakfast & Evening Briefing Series

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Appointments to State Boards

Preparing Yourself for the Boardroom

Cork, 15th May 2018

Galway, 16th May 2018

Introduction to the Role of a Board Member

A member of a State Board is appointed to act on behalf of the citizen to oversee the running of the affairs of the business. The Board is directly accountable to the taxpayer/shareholders and each year the organisation will hold an annual general meeting (AGM) at which the Board must provide a report on the performance of the organisation, what its future plans and strategies are. The Board's key purpose is to ensure the governance and prosperity of the body by collectively overseeing the Board's affairs, whilst meeting the appropriate interests of its shareholders and stakeholders. In addition to business and financial issues, the Board must deal with challenges and issues relating to corporate governance, corporate social responsibility and corporate ethics.

Corporate governance comprises the systems and procedures by which organisations are directed and managed. State bodies must serve the interests of the taxpayer, pursue value for money in their endeavours (including managing risk appropriately), and act transparently as public entities. The Board and management should accept accountability for the proper management of the organisation.

State Board Member Self Assessment Questionnaire

This short questionnaire encourages you to review how your interests, skills and experience match requirements of State Board Membership. Please print the document below and work through the selecting the answer option that best reflects your level of agreement with each statement, in the current career or circumstances:

- SA - Strongly Agree
- A - Agree
- D - Disagree
- SD - Strongly Disagree

Please work through each section - Use your current and past experiences to help you. You may feel that some of the statements are not relevant to you or you may find it difficult to choose an appropriate answer, however try to choose the most relevant option presented.



IS A STATE BOARD ROLE FOR ME?

Commitment to Public Sector Values

1. I am committed to public service
2. I am committed to promoting and ensuring transparency and fairness in how people or organisations work
3. I can manage outside interests so they do not conflict with the focus of the Board or organisation
4. I am committed to accountability
5. I am committed to always acting with integrity, ethically and to the highest professional standard

SA A D SD

Organisational Leadership

6. I have experience of setting strategic direction for organisations
7. I have experience of putting controls and structures in place to manage strategy implementation and the delivery of organisational objectives
8. I have experience of assessing, controlling and managing risk in sensitive situations
9. I have a track record of leading and directing organisational activity
10. I take a system-wide approach and see connections, risks and the potential for innovation in the wider environment
11. I am comfortable with the public and media profile often associated with serving on a State Board
12. I understand that by serving on a State Board I will hold a position of significant responsibility that must be respected

SA A D SD

Working Effectively with Others

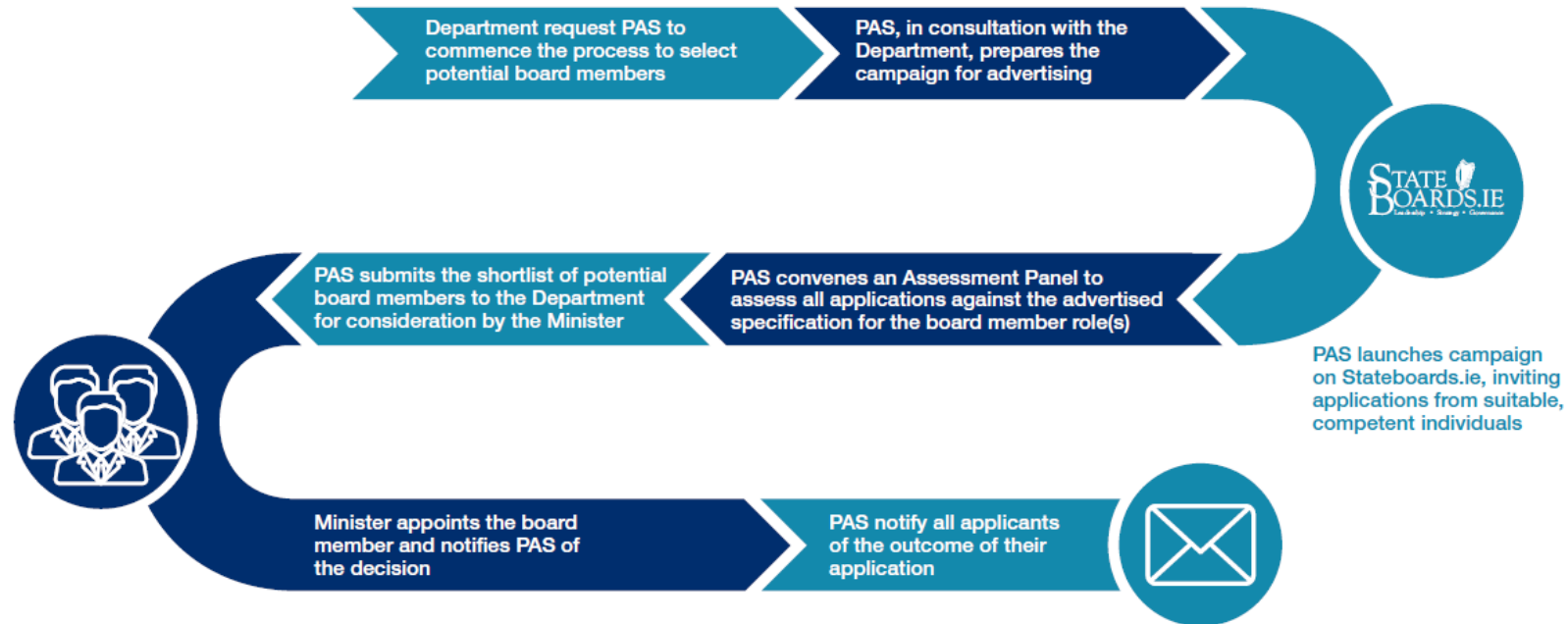
13. I can build effective relationships within a team
14. I have a track record of interacting with peers at a senior level
15. I enjoy supporting and working with colleagues in challenging situations
16. I have a track record of contributing in my area(s) of expertise and helping others

SA A D SD

Dealing with Complexity

17. I understand the impact of environmental factors on the organisation
18. I appreciate the need for innovation and change in the public sector

State Boards Appointments Process



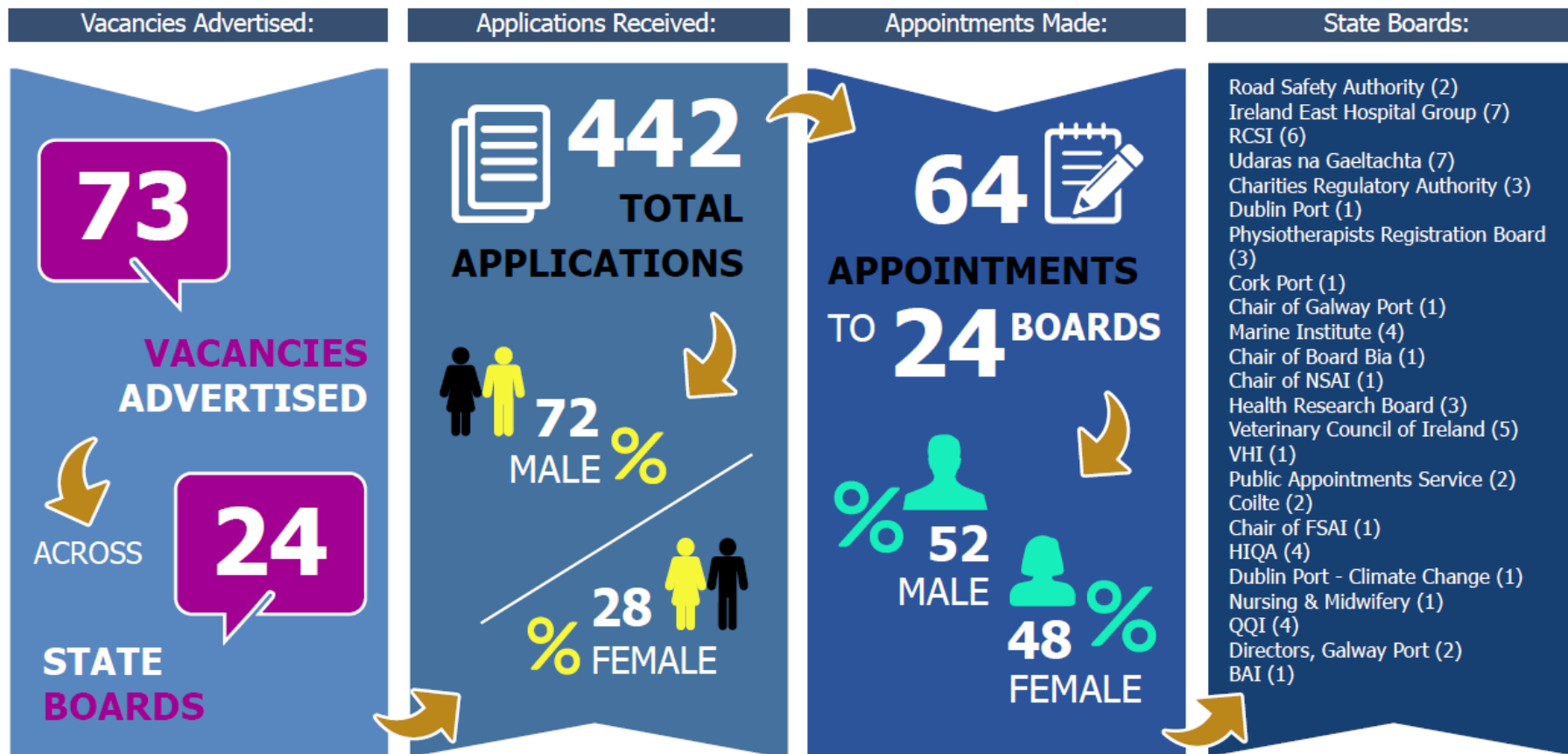
PAS Activity on State Board Appointments

	2015	2016	2017	Total
Campaigns Advertised	70	50	71	191
Vacancies Advertised	304	163	245	712
Applications Received	4699	2598	2745	10,042
Submitted to Minister for consideration	916	639	596	2,151
Board Members Appointed	206	173	203	582

Gender Participation

	Applications %		Assessed as Suitable %		Appointed %	
Sex	M	F	M	F	M	F
2015	70	30	65	35	55	45
2016	67	33	62	38	52	48
2017	65	35	62	38	48	52

Q1 2018 Statistics



Register your interest!

www.stateboards.ie

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Thank you.