

Yelm Food Cooperative Board of Directors Recruitment Skill Matrix

Applicant Name: _____

| Skill/Experience | Competency | Low high | | | | |
|---|--|---|---|---|---|---|
| | | 1 | 2 | 3 | 4 | 5 |
| Board of Director Experience | Experience serving on public sector, private sector or non-profit boards. Experience with good governance policies. | | | | | |
| Business, Corporate Planning Experience | Experience in business/corporate planning for public sector, private sector or non-profit boards. | | | | | |
| Leadership Experience | Experience serving as a Committee Chair or in other positions of leadership | | | | | |
| Committee Experience and Teamwork | Experience serving on committee and teams | | | | | |
| Strategic Planning and Focus | Experience with planning, evaluation and implementation of a strategic plan. This includes a demonstrated ability to focus on longer term goals and strategic outcomes, as separate from day to day management and operational experience. | | | | | |
| Government and/or Member Relations | Experience in strategic government relations and/or member/customer relations management and effective communications for public sector, private or non-profit boards. | | | | | |
| Human Resource/Executive Performance Review | Understanding of human resource/personnel considerations and issues for executive recruitment, compensation structures and performance review among public sector, private sector or non-profit boards. | | | | | |
| Accounting Knowledge | Understanding of financial operation management and proper application of internal controls for public sector, private sector or non-profit boards. | | | | | |
| Financial Investment | Understanding of the financial operational management and the proper application of internal controls for public sector, private sector or non-profit boards. | | | | | |
| Risk Assessment | Experience in the process of identifying principal corporate risks and to ensure that management has implemented the appropriate systems to manage risk. | | | | | |
| Organizational Management | Understanding of the organizational design and management for public sector, private sector or non-profit boards. | | | | | |
| Agri-Value/Food Industry Representation | Experience in production, marketing and sales of primary food, food ingredients, food processing or agricultural-related products. | | | | | |
| Other Relevant Experience, Self-identified | | | | | | |

Signature: _____ Date: _____
Submitted by: _____ Date: _____