



# GOVERNING BOARD

## DIVERSITY AND SKILLS INFORMATION

### FOR CANDIDATES AND VOTERS

Engineering New Zealand needs a Governing Board where members perform in a manner in keeping with the purposes and objectives of the organisation, as outlined in the [Engineering New Zealand Rules](#) and the [Engineering New Zealand Board Charter](#).

We also need a Governing Board where members have diverse backgrounds and skills. This supports the capability of the Governing Board to lead the profession and organisation well, as it gives our Board better understanding of the many governance issues they face. This was highlighted in Dr Jo Cribb's [Governance Review](#).

#### DIVERSITY

Engineering New Zealand is a strong supporter of diversity. To be effective we need diversity across all areas of the profession, including at the Board table. We encourage voting members to consider opportunities to increase diversity of representation on the Governing Board when they vote (gender, ethnicity, age, discipline, location, and others).

#### SKILLS

Every individual brings a unique set of skills to governance. To run the organisation effectively, we need diverse skills on the Board. Members running for election are encouraged to reflect on the skills below and highlight skills they will bring to the Board in their candidate statements. Voting members are encouraged to consider the skills of candidates when they vote. The following skills are needed for the Engineering New Zealand Governing Board to operate effectively:

- **Governance** – ability to oversee the direction of an organisation
- **Business, including financial** – engagement in commercial, industrial, or professional activities
- **Cultural** – acceptance and respect for difference
- **Strategic** – planning and directing long term outcomes
- **Communication** – able to manage the systematic flow of information
- **Political awareness** – astute to the context the organisation operates in