**Governor Personal Specification**

**Key requirements**

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| Commitment to Education | * Able to demonstrate a commitment to Adult Education and its principles. |
| Commitment to Governance | * Ability to demonstrate a full understanding and appreciation of the principles of governance. * Being an ambassador and advocate for the College in the local community. * Respecting the confidentiality of the Board. * Complying with the staff Code of Conduct. |
| Communication | * Able to express ideas/plans in a clear manner and to listen actively to other views. * Able to communicate effectively. * Able to work positively with others and debate whilst maintaining a constructive atmosphere. |
| College Mission, Vision, and Values | * Commitment to the College’s mission, vision, and values, including equality of opportunity in a diverse environment. * Committed to promote and develop Equality & Diversity and inclusivity in every aspect of the position. |
| Strategic perspective & Resilience | * Able to quickly establish an effective course of action for college to achieve its goals and to monitor performance targets. * Able to develop a broad-based view of issues and events and assess their long-term impact on the strategic direction of the college. * Able to create the required energy/enthusiasm and commitment necessary to be effective and have the tenacity to overcome obstacles. |
| Commitment to continuous self-development | * Willingness to take part in training. * Able to absorb sometimes complex information and rationalise appropriately. * Able to think laterally and arrive at pragmatic solutions. * Willingness to listen and learn and committed to continuous improvement. |
| Leadership | * Able to demonstrate behaviour and skills that motivate others to achieve, inspire confidence in others to achieve objectives, and respect the views of others. |
| Integrity | * Acting in the best interests of the College at all times, rather than selectively or in the interests of a particular constituency. Governors are seen as advocates of the College and must act with honesty, frankness and objectively taking decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias |
| Experience  Potential governors should be able to offer some of the following attributes: | • Keen interest in the adult education sector  • Knowledge of other aspects of education and training provision  • Understanding of the national context in which further education operates  • Experience of working in business, industry, or public service at a strategic or management level  • Specialist expertise such as business planning, human resources management, estates management, finance or law, marketing, and business development |
| Availability, Frequency, Term, and requirements | * Available to attend 4-6 scheduled meetings per academic year, at LECB -Brampton Campus, on Wednesdays between 10am-12pm. * The term is set for 3 years with a review after 1 year in term to monitor impact and role. * The position is on a voluntary basis. * An enhanced DBS check will be undertaken |