

UNIVERSITY OF MELBOURNE COUNCIL SKILLS MATRIX – DECEMBER 2025

Council Member Skills	Objective Assessment Criteria	References
Governance and Compliance	Chair or member of a large corporate or not for profit board	
	Experience assessing or monitoring legislative or regulatory compliance	
Strategy	Demonstrated experience leading institutional strategy development, implementation and/or review	
	Extensive large corporate board experience in defining and monitoring strategy.	
Financial Expertise	Financial Qualifications at degree level (Commerce, Finance, MBA)	UoM Act s11A(6)(a)
	Senior level experience in audit, and/or financial management	
Commercial Expertise	Commercial expertise at a senior level 5-10 years	UoM Act s11A(6)(b)
	Commercial expertise at a senior level 10+ years	
Legal skills / experience	Legal qualifications at degree level (eg Bachelor, Masters or Doctor of Laws)	
	5+ years practising law in the public or private sector	
Technology, Commercialisation and Innovation	Degree level IT qualifications	
	Experience at a senior level in leading IT innovations and/or managing and mitigating cybersecurity risk	
Non-Financial Risk Management	Experience at a senior level reviewing and endorsing institutional risk management frameworks including risk appetite, risk policy, risk registers and risk assessments	
External Higher Education Expertise	Senior Executive Role at a Higher Education Provider 5-10 years	Senate Inquiry Interim Report
	Senior Executive Role at a Higher Education Provider 10+ years	
Research Expertise, particularly medical research	Experience leading research projects and/or functions in universities, research institutes or medical facilities.	
	Higher degree research qualifications and research publications	
Public Sector Expertise	Senior Executive role in the Commonwealth or State public sector	Senate Inquiry Interim Report
	Governance role on a public sector board	
Expertise in Student and Staff safety and wellbeing (on Council or a Council Committee)	Senior executive experience responsible for leading student /staff safety, in particular gender based violence initiatives	National Code for the prevention and response to Gender Based Violence
	Qualifications relevant to student and staff safety (eg Social Work, Psychology, Medicine and Health)	
Executive Management, Leadership and Culture	Senior Executive experience leading organisations to meet their strategic and operational goals	
	Experience building and maintaining positive institutional culture	
Appreciation of the values of the University (relating to teaching, research, independence and academic freedom)	An awareness of university values in relation to teaching research, academic freedom and independence	UoM Act s13(2)(b)
	Deep knowledge of university values in relation to teaching research, academic freedom and independence	
	Demonstrated high level communication skills, working with and leading diverse teams to achieve collective outcomes.	

Council Member Skills	Objective Assessment Criteria	References
Interpersonal skills: collaboration / cooperation	Degree level qualification in related discipline (communications, social work, legal)	
Diversity and Inclusion	Aboriginal or Torres Strait Islander	Vic Govt Guidance
	Gender Diversity: Female, Male, Non-binary or other	
	Age	Expert Council Principles
	Cultural and Linguistically Diverse background	
	Person living with disabilities	Senate Inquiry Interim Report
	Person from rural and regional Victoria	