

## Recruitment/Succession Planning **Sample Board Matrix**

<b>Criteria for optimizing Board representation:</b>	<b>Represented</b>	<b>Need to Recruit</b>	<b>Notes:</b>
<b>Expertise</b>			
Industry-specific knowledge (arts, sport)			
Business			
Financial			
Fundraising			
Legal			
Marketing, PR, social media			
HR/Personnel			
Planning, Innovation, Evaluation			
Technology			
Other (example -specific lived experience)			

Criteria	Represented	Need to Recruit	Notes
<b>Constituency</b>			
Business			
Government			
Community (specific segments?)			
Other			
<b>Demographics, for example Age</b>			
Under 25			
26-45			
46-60			
Over 60			
Other Criteria to consider when target recruiting:			