



**ASEAN Australia Strategic Youth Partnership (AASYP)**  
**Board competency matrix**  
**21 September 2023**

The AASYP Board competencies matrix highlights the range of skills and capabilities required for the AASYP board to perform its governance function, meet legal and social obligations and guide member services.

The brief descriptions explain what is meant by each competency. The matrix is a living document and reviewed annually. It is used to support the recruitment of non-executive directors, noting that statements around 'experience' and 'understanding' are read in the context of AASYP being a predominantly youth based and led organisation.

The matrix is also used to identify ongoing governance requirements of the organisation and assess board and advisory board composition.

It is not expected any individual would hold each of these skills or experience. The AASYP Board seeks diversity in individuals and skill sets that compliment each other for the benefit of the governance function and in support of the organisation's mission.

Competency	Description
Leadership	<ul style="list-style-type: none"> <li>• Experience in, or equivalent demonstrated understanding of, executive and strategic management of people and organisations.</li> <li>• Knowledge or experience in recruiting, working with and leading volunteers.</li> </ul>
Leveraging community mobilisation	<ul style="list-style-type: none"> <li>• Demonstrated experience of community mobilisation, including engaging communities to identify priorities, resources, needs, and solutions.</li> </ul>
Digital platforms	<ul style="list-style-type: none"> <li>• Experience in, or equivalent demonstrated understanding of, developing, implementing, and using digital platforms to support strategy, engage membership and enhance the work and profile of the organisation .</li> </ul>
Finance	<ul style="list-style-type: none"> <li>• Experience in producing and/or reading and analysing financial accounts, identifying financial risks and developing internal controls.</li> </ul>
Fundraising	<ul style="list-style-type: none"> <li>• Experience in, or equivalent demonstrated understanding of fundraising and donor relations in order to support socially impactful activities.</li> </ul>
Governance	<ul style="list-style-type: none"> <li>• Experience as board member, non-executive director or equivalent steering or reference group or member of an equivalent governance body.</li> <li>• Demonstrated understanding of corporate governance structures, policies and processes, particularly in a not-for-profit context.</li> <li>• Senior experience in, or equivalent demonstrated understanding of, organisational risk and assurance functions.</li> </ul>
Influencing	<ul style="list-style-type: none"> <li>• Experience in, or equivalent demonstrated understanding of, strategic advocacy, public policy, campaigning, government relations and building impact for an organisation.</li> <li>• Connections</li> </ul>
Experience with international representative organisations	<ul style="list-style-type: none"> <li>• Experience with associations, peak bodies, business chambers, NGOs or similar organisations aligned to the work of AASYP.</li> <li>• Networks and partnerships with ASEAN and Australian youth aged 18-29 years.</li> </ul>

Organisational culture and development	<ul style="list-style-type: none"> <li>• Experience in, or equivalent demonstrated understanding of contemporary organisational development theory and practice.</li> </ul>
Entrepreneurship	<ul style="list-style-type: none"> <li>• Experience in, or equivalent demonstrated understanding of, the process of developing and scaling enterprises that develop, fund and implement solutions to commercial, social, cultural, or environmental issues.</li> </ul>
Strategic planning	<ul style="list-style-type: none"> <li>• Experience in, or equivalent demonstrated understanding of, planning, evaluation, and implementation of an organisational strategic plan, including a focus on longer term goals and strategic outcomes.</li> </ul>
Legal Services	<ul style="list-style-type: none"> <li>• An awareness, understanding and experience applying legal principles that support the governance of not for profit and registered charities in Australia.</li> </ul>
Working with young people and volunteers	<ul style="list-style-type: none"> <li>• Exposure to or awareness of theories and practice of youth empowerment and influence.</li> <li>• Experience in, or equivalent demonstrated understanding of, working with young people or in organisations where young people are the key stakeholders.</li> <li>• Experience with volunteer retention and capacity building, and volunteer-led organisations.</li> </ul>
ASEAN experience	<ul style="list-style-type: none"> <li>• A contemporary understanding of the ASEAN region and relationship of ASEAN with Australia.</li> <li>• Experience within the region that would support and uplift board engagement and AASYP membership across ASEAN.</li> </ul>