

PROFILE CHARACTERISTICS MEMBERS

SUPERVISORY BOARD HZ

The members of the Supervisory Board of HZ University of Applied Sciences must meet the following profile:

1. PROFILE CHARACTERISTICS ALL MEMBERS

- Every individual member has managerial experience (position of ultimate responsibility) and strategic governance insights with regard to large organisations;
- Every individual member has experience in a supervisory capacity and is at least suited to the position of advisor;
- Every individual member is able to assess policy on its main lines;
- Every individual member has general knowledge of the education sector;
- Every individual member has a social orientation;
- Every individual member has a capacity for critical self-reflection;
- Every individual member can gain quick oversight and insight;
- Every individual member is impartial and critical with regard to the Executive Board;
- Every individual member has a broad and up-to-date network that is relevant to the HZ at their disposal;

2. ADDITIONAL PROFILE CHARACTERISTICS ONE MEMBER MINIMUM

- At least one member must meet the criteria of one of the HZ profiles:
 - Water;
 - Energy;
 - Vitality;
 - Biobased;
 - Food
- At least one member has financial expertise within a large professional organisation;
- At least one member has expertise in the area of HRM;
- At least one member has legal expertise;
- At least one member has expertise in the area of Quality Assurance in education, practice-oriented education, and knowledge valorisation;
- At least one member has experience as director/person with ultimate responsibility in a large government organisation;
- At least one member has experience as director/person with ultimate responsibility in the business world
- At least one member has experience as director/person with ultimate responsibility in a social organisation

3. OTHER PROFILE CHARACTERISTICS

- At least one member comes from outside of the province of Zeeland;
- At least one member is a woman;
- There must be a balanced division in the national and international scope of the members;

4. ADDITIONAL PROFILE CHARACTERISTICS CHAIRPERSON

- They provide effective and efficient leadership to the Supervisory Board and in doing so offer enough space for discussion and leads discussion in a skilled and expert manner to reach decisions.

- They have diplomatic skills and know how to connect.
- They have a broad, relevant, and active political-administrative network.

5. POINTS OF ATTENTION

- Within the Supervisory Board, there must be a good division of personalities;
- All members must be able to sign the Impartiality Declaration in good conscience.