

ICAR

Board Skills Matrix

	3
	2
	1

Priority Legend	
High	3
Medium	2
Low / NA	1

This tool is designed to help boards assess the level of experience each director has in various skill areas, as well as the overall composition of the board as it relates to diversity.

Directions: In the *Skills/Experience Section* , rate each board director using a scale of High(3) to Low/Not Applicable (1) to reflect the level of experience possessed in a particular area. In the *Demographic Background Section* , enter the qualifications as it relates to each director.

ICAR Board of Directors												Financial Inspectors	
	Jay Mattison	Kaivo Ilves	Daniel Lefebvre	Japie van der Westhuizen	Bevin Harris	Niels Henning Nielsen	Bianca Lind	Laurent Journaux	Antonio Martins	Frido Hamoen	Martin Burke	Josef Kucera	Ernst Bohlson
Term Expiration Date													
Enter Month Year (Term #)	Jun 2020 (2.5)	Jun 2020 (2.5)	Jun 2020 (1)	Jun 2021 (2)	Jun 2021 (2)	Jun 2022 (2)	Jun 2022 (2)	Jun 2022 (2)	Jun 2022 (1)	Jun 2022 (1)	N/A	Jun 2020 (2.5)	Jun 2023 (1)
Skillset/ Competencies													
Board of Director Experience		 2	 3		 3					 2	 1		
Industry Network		 3	 3		 2					 2	 2		
Financial		 2	 2		 2					 3	 2		
Human Resources		 2	 2		 3					 2	 3		
Lobbying		 1	 1		 3					 2	 1		
Marketing/PR		 2	 1		 1					 3	 2		
Organizational Management		 3	 3		 3					 3	 3		
Risk Management		 2	 2		 2					 2	 2		
Strategic Planning		 2	 2		 2					 3	 2		
Technology/IT		 2	 2		 3					 3	 2		
Fluent English		 2	 3		 3					 2	 3		
Industry Knowledge													
DHI Mgt		 3	 3		 2					 3	 3		
Genetics/Genomics		 1	 1		 3					 3	 2		
Data ManagementAnalytics/AI		 2	 2		 3					 2	 2		
Data Governance		 2	 2		 2					 3	 2		
ID Traceability		 3	 2		 2					 1	 2		
Milk Analysis		 2	 3		 2					 2	 2		
On farm Autotmation/Sensor Tech		 2	 2		 3					 3	 2		
Breed Association		 2	 2		 2					 2	 2		
Non Dairy Cattle Species		 1	 1		 1					 1	 2		
Animal Welfare		 2	 3		 2					 2	 2		
Environment		 2	 2		 2					 2	 2		
Demographic Background													
Gender													
Male	Yes	Yes	Yes	Yes	Yes	Yes		Yes	Yes	Yes	Yes	Yes	Yes
Female							Yes						
Age													
25-40													
41-55		 47	 53		 56					 43			
56-70											 57		
Over 70													
Geographical Representation													
EU		yes								yes	Yes		
Eastern EU													
North America			yes										
South America													
Oceania					yes								
Africa													
Asia													