

The NED Development Programme FAQ list

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Applying for The NED Development Programme

1. Who is this programme for?

The programme is for those wishing to become Non-Executive Directors (NEDs). Applicants should have experience of a senior management role; have served on, or reported to, a board; and have at least a basic understanding of corporate governance and an appreciation of the demands of a NED role.

2. Why should I join? What are the benefits to me?

Participants will be offered the opportunity to gain valuable skills through a board placement. Participants will also receive a number of other benefits once admitted to the programme while we look to secure a placement. These include:

- free membership to the NED Forum, entitling you to attend NED Forum training sessions and networking events;
- periodic accounting and corporate governance training provided by Deloitte and Appleby;
- a discount on selected director development training courses run by the GTA;
- the Institute of Directors (IoD) will give a limited number of free memberships to participants who are not already members;
- The Guernsey Investment Fund Association (GIFA) will offer a limited number of free memberships to suitably qualified participants.

3. Are there any minimum criteria for joining the programme e.g. professional qualifications, previous boardroom experience, corporate governance exposure?

There are no minimum criteria as such, we will review applications on a case by case basis and have regard to applicants' qualifications, skills and experience. A corporate governance qualification (or, at the very least, corporate governance exposure) is desirable. Please note that participants who already have paid positions on Listed Sector boards are not eligible to join the programme.

4. I work in the creative sector; is the programme still open to me?

Absolutely. The programme is open to applicants working in all sectors. Boards are becoming increasingly diverse in terms of the skillsets they require. To date, we have placed candidates from a wide range of backgrounds including IT, HR, marketing, retail, health, public service and more!

5. Do I have to be looking for NED roles in the near future or can this programme accommodate candidates who have longer term aspirations to be a NED?

We accept applicants who want to embark on a NED career ASAP and also those who want to gain a better understanding of what's involved before actively seeking a placement.

6. How much time will I need to commit to the programme?

It is difficult to say exactly how much time a placement will take up as it depends on e.g. the complexity of the board operations, your familiarity with the subject matter, your level of board experience etc. The frequency of board meetings varies from organisation to organisation but tend to be held quarterly or six-weekly. Participants are expected to read board packs and prepare for meetings as they would if they were an appointed member. You will have an opportunity to decline a placement when it is offered if, having learned more about it, you realise that it requires an excessive amount of time that you know will struggle to commit.

7. Will I receive any training if accepted into the NED Development Programme?

Yes. In addition to guidance/feedback from the board liaison (see Question 16), participants accepted into the programme are offered training and networking until the end of their board placement, including:

- free membership to the NED Forum, entitling you to attend NED Forum training sessions and networking events;
- periodic accounting and corporate governance training provided by Deloitte and Appleby.

8. Are there any fees I will need to pay?

There are no fees to participate in the programme for participants or host boards; this is a completely free programme designed to help bring through the next generation of NEDs for Guernsey.

9. How do I sign up?

If you are an individual interested in joining the NED Development programme or are an organisation that would like to take part as a partner board please contact ned@gta.gg or call [01481 224570](tel:01481224570).

You can find full details of the NED Development Programme at: [NED Development Programme | GTA](#).

10. Will I have to sign up to a confidentiality agreement?

Successful applicants will be asked to complete an agreement to participate in the programme. Once a placement has been arranged, the host board may ask the participant to sign a further confidentiality agreement. Participants in the programme will be required to maintain strict confidentiality.

I've been accepted onto the programme, what happens next?

11. How long will it take you to find me a placement?

We find applicants a placement as quickly as we can, but our ability to do so depends on a number of factors including the type of board the applicant wishes to join, the number of boards participating in the programme and the number of participants looking for a placement.

12. How many placements do you currently have? And how many candidates are there in the pool?

Generally speaking, we have between 20 and 30 live placements on charitable, trading and London Listed boards at any one time. We typically have between 30 and 40 participants looking for a placement at any one time.

13. How long will my placement last?

Placements are typically 12 months but in some cases these may be extended to 18 months at the discretion of the board.

14. Will I be a full member of the board for the duration of my placement?

The participant's role on the board placement is to observe and learn from the board but also to add value to the board through their contribution. The placement is intended to be of mutual benefit to participant and host board: the participant learning the skills of the boardroom and the host board gaining fresh thinking.

Please note that this is a purely educational programme: the participant cannot vote or take decisions; they are not paid for their board placement; and they are not appointed as a Director. In all other respects, however, they are treated as a member of the board. The participant will receive and read board packs, attend board and committee meetings (including General Meetings), share their views with the board when invited, participate in board activities that take place outside of meetings and so on.

15. Can I add the placement to my CV/share the news on social media?

The NED Development Programme offers valuable experience to aspiring NEDs and as such we hope it will be a useful addition to your CV. In terms of social media, we would suggest that you check this with your employer and host board before posting but with agreement this is a great way to enhance your profile.

16. Will I have any support whilst on my placement?

Yes. Once a placement has been arranged you will be assigned a 'board liaison' who will take responsibility for the support and inclusion of the participant. The partner board and participant will also be allocated a member of the NED Development Programme selection committee to be their main point of contact and who will monitor progress of the participant during their board placement.

17. What should I do if I have concerns about the placement?

The board liaison will hopefully be able to answer any questions relating to board packs, board meetings etc and you may wish to approach them if you do have concerns relating to the nature of the placement. If, however, you do not feel comfortable raising issues with this individual then please contact the allocated member of the Selection Committee who will help you resolve any issues that you have.

18. What are the expectations from the Board in terms of my contribution/communication?

The level of contribution will vary from board to board and this is something you should discuss with your board liaison but generally speaking it is expected that the participant will make an active contribution i.e. you are there to do more than just listen. It is also expected that you will respond in a timely manner to communications from the board and NED Selection Committee.

My placement is coming to an end, what happens next?

19. What happens when my placement comes to an end?

On completion of the placement you will receive feedback from the partner board and will receive a NED Development Programme certificate. Importantly, you will have hopefully developed the core knowledge and skills required to begin your journey as a NED.

20. Is there a qualification attached to the programme?

There is no formal qualification but participants will receive a certificate of completion from the GTA University Centre.

21. Can you find me a paid NED position?

No. The programme offers valuable experience and exposure to the boardroom but it is not a director recruitment service. Participants on the NED Development Programme will be on placements in a purely educational capacity and will not receive fees.

22. Can I have more than one placement?

Due to the high number of participants wishing to join the programme and the limited number of boards available it is not normally the case that we would be able to offer a second placement. Requests for a second placement will be considered on a case by case basis and will be entirely at the discretion of the Selection Committee.

If you have any further questions, please don't hesitate to get in touch with us via: ned@gta.gg or call [01481224570](tel:01481224570).

Contact

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