

## **Job Description for PLC Non-executive Directors ('NEDs')**

### **Overview**

Minimum of 3 external experts recruited for specific skills and/or business experience (e.g. wider football knowledge, finance, commercial legal knowledge, property, HR)

### **General NED description**

- Director of PLC board
- Priority to ensure club success on and off the pitch
- Support club team in success by reviewing and agreeing plans and reviewing performance/KPIs against those plans
- Assess key information from club and make board level decisions as appropriate
- Pursue the strategic direction set by the DTb
- Align fully with the culture and mission of the Dons Trust

### **Specific roles**

The skill sets required will flex over time and certain candidates will come with a range of skills rather than just a deep level of specialist knowledge. The make up of the NEDs will also be dependent upon the skill sets available within the existing board members, both DTB, minority shareholder representatives and the Chair.

- Wider football industry knowledge (essential)
- Finance
- Commercial Law
- Property
- HR
- Community leadership

Football knowledge is vital. This should be a permanent requirement for the PLC as it is unlikely that this will be supplied in any significant way by the DTb or the other minority shareholder members of the PLC. We lack legal knowledge and this cuts across all areas of contract be these for individuals, property or commercial in nature.

The next ten years off the pitch will be dominated by financial considerations and their impact upon our playing budget and resulting capabilities. Currently finance is well covered knowledge wise, via current DTb PLC contingent, but this may in the future change. The other part to growing our off pitch non match day revenue is the stadium and its surrounds, in particular property related matters going forward – new training facilities, ground expansion, hotel on site etc.

### **Term Length**

- NEDs to serve a 3 year term prior to being proposed for re-election if desired by both parties
- NEDs to serve a maximum of two three-year terms and then take a 1 year break before being allowed to stand again.
- If possible, avoid paying NEDs and not get too hung up on the independence of the NEDs as we have a huge pool of professional expertise within our own fan base to utilise.
- New NEDs will be appointed by the DTb after advertising of role and interview. Candidates can be proposed by PLC.

**Action – Formal vote and note for PLC on DTBs wishes around number of NEDs tenure and re-election process, desired make up of NEDs and prioritisation on appointment.**