

Hong Kong Advisory Board: Non-executive member appointments (By selection)

RICS is **the world's leading qualification** when it comes to professional standards in land, property and construction.

In a world where more and more people, governments, banks and commercial organisations demand greater certainty of **professional standards and ethics**, attaining RICS status is the recognised **mark of professionalism**.

Over **125,000 professionals** working in the major established and emerging economies of the world have already recognised the importance of securing RICS status by becoming members.

RICS is an **independent** professional body originally established in the UK by Royal Charter. Since 1868, RICS has been committed to setting and upholding the **highest standards of excellence and integrity** – providing **impartial, authoritative advice** on key issues affecting businesses and society. RICS is a **regulator** of both its individual members and firms enabling it to **maintain the highest standards** and providing the basis for **unparalleled client confidence** in the sector.

Main responsibilities of the Hong Kong Advisory Board

- Contribute, through the Asia Pacific World Regional Board, to the ongoing development of RICS' corporate strategy through the provision of regular market intelligence and insight from the perspective of the national market
- In the context of the approved RICS corporate strategy, the objectives set by the Asia Pacific World Regional Board and the market needs of the country, prepare a rolling 3-year activity plan in support of the delivery of RICS business plan, thought leadership, and standards adoption for approval by the Asia Pacific World Regional Board
- Contribute to the successful delivery of the Hong Kong activity plan and objectives
- Support other locally based RICS groups; communicating RICS strategy and direction.

Each board member is expected personally to deliver the following:

- Provide strategic insight and constructive evidence-based challenge to items brought to the Board
- Highlight omissions in the items brought to the Board
- Represent the best interests of RICS as a whole and not the interests of any particular sub-group, professional group or region
- Leadership qualities

In addition, independent non-executive is expected to provide:

- an independent perspective
- an awareness of the differing approaches taken on issues by other companies
- the ability to ask critical, incisive questions which management itself or other members of RICS may find difficult to express

Person specification

The knowledge skills and experience represented within the Advisory Board as a whole should include the following:

(A) Collegiate experience/background:

- Understanding and experience of Quality Assessment worldwide
- Experience of assessing against and ensuring professional standards
- An understanding of professional educational development
- International business experience in different markets, cultures and jurisdictions with a network of regional offices
- An awareness of the international dimension of modern business
- HR experience and understanding of the needs of employers for recruitment and development of employees within the profession
- Understanding of the modern work environment and the modernity of today's work place to understand the expectation of the new members and how they expect to be treated
- Development of membership of other organisations
- Management of a significant business (>50m turnover, 500 staff)
- Management of a small or medium sized business
- Non-executive roles in other organisations
- Exposure to the role of technology to solve business and operational issues e.g. software development, web development, e-commerce.
- Establishment and promotion of an international brand
- Having held a position with strategic oversight, e.g. business planning, risk management, organisational development, restructuring etc
- An understanding of the RICS Professional Groups

(B) Collegiate skills required

- Strategic planning skills
- Financial and business planning skills
- Risk assessment skills
- Operational management skills within a multi jurisdiction organisation
- Marketing and brand promotion skills
- Communication skills – good working knowledge of English

(C) Other desirable qualities

- Independence of mind

- Having the time and energy to contribute.
- Recognising the potential of RICS and the profession
- Having the ambition, enthusiasm and determination to help move RICS forward.
- Ability to ensure that RICS is managed with integrity and probity
- Having sufficient intellectual ability and breadth of business experience
- Having experience and/or understanding of balancing the needs of different stakeholder groups.
- Able to constructively probe challenge and add value to the strategic direction, decision making and performance of RICS.
- Able to work supportively and build team cohesiveness with fellow board members and wider staff executive
- Experience of the equality, diversity and inclusivity dimension of membership assessment
- Ability to work with others in an inclusive way

(D) Competencies required within the Board

Leading with character

- Consistent track record of delivery
- Acts in a straightforward way
- Stands by Board decisions even if a conflict with personal view

Setting a clear direction

- Communicates clear and compelling future for the organisation
- Role models and promotes RICS values

Inspiring continuous improvement

- Actively challenges 'tried and tested' ways of doing things
- Champions the transition to a more business-focused organisation and challenges bureaucracy
- Focuses on finding answers and solutions

Creating value for membership

- Understands the market and anticipates future trends
- Anticipates member expectations

Engaging and strengthening people

- Provides specific and constructive feedback
- Promotes clear performance standards and expectations

Ensuring execution

- Supports ambitious and measurable goals
- Holds themselves and others accountable
- Conveys a sense of urgency
- Acts decisively to address constraints of blockages.

Term of appointment

Each member will have a specific term of appointment which does not exceed 3 years. Reappointment will be permitted at the end of a member's term of appointment, but a member will not normally serve for more than two consecutive terms.

Board members will participate in an annual review with the Chair of the Hong Kong Advisory Board and this information will be used for reappointment purposes and also to help monitor the effectiveness of the Board.

Attendance

In delivering its responsibilities, the Hong Kong Advisory Board is expected to meet at least 4 times a year or as required by the Chair.

Members will need to be available for an induction and ad hoc availability from time to time. It is expected that the total commitment may therefore be up to a maximum of 6 days per annum.

Fees

Non-executive appointments (i.e. RICS members) are not remunerated at present.

Expenses

All independent and non-executive board members will be reimbursed in accordance with the RICS members expenses policy (can be supplied on request). Claims are reimbursed on the basis of actual costs incurred and original receipts or tickets must be retained and made available with the claim. Reimbursement will usually be on the basis of the most economic means of travel available. Travel expenses in accordance with this policy will be paid for attendance for interviews for applicants to the Hong Kong Advisory Board.

Conditions of service

Board members owe a duty of confidentiality to RICS and commercial and other sensitive or competitive information should be securely retained and not discussed in public, nor made available nor disclosed in any form to third parties with no legitimate interest in the business of RICS, nor used for any reason other than in the interests of RICS, either during the appointment or following, without prior clearance from the Chair.

Board members should try to avoid conflicts of interest. Any potential conflicts should be disclosed and discussed with the Chair of the Advisory Board.

Board members will be asked to complete a Service Level Agreement document.