

Policies and Procedures

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| <b>Section:</b> Governance                                 | <b>Policy Number:</b> 2011-08          |
| <b>Subject:</b> Recruitment and Selection of Board Members | <b>Approved by:</b> Board of Directors |
| <b>Original Effective Date:</b> June 8, 2011               | <b>Revision Dates:</b> August 23, 2016 |

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Chairperson

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Date

## Recruitment and Selection of Board Members - Draft

### Purpose

To ensure that the board provides effective governance **by including** the right mixture of skills, experience, personal qualities and diversity **among** the members of the board. (**omit** is essential.) This policy provides the **process** guidelines for **selecting Board members**.

### Policy

Through the nomination and election process (see Terms of Reference for **the** Governance **and the** Nominating Committees), the board will select directors according to their skill, experience, and personal qualities. The board is responsible for this policy and the process of recruitment and selection of board members.

A balanced group of members on the board will be sought, focusing on the skills and experience of directors, while also considering unique or special requirements of the board at the current time. The skills, experience, and personal qualities that the board will use to select potential directors are set out in the **Nominating Committee's** Process for Selection of Directors and Competency Matrix processes. (see attached)

The board will ensure all directors possess the personal qualities necessary to perform their role as board members. The board will reflect the diversity of the community served including demographic, linguistic, cultural, economic, geographic, gender, ethnic and social characteristics of the communities served by the organization. The board will endeavour to retain a Nurse Practitioner on the Executive Committee. (**omit** preferably as Chair or Vice Chair.)