



SECTION: Board of Directors

POLICY: Board Chair Selection Process

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POLICY:

It is in the best interests of Community Care Northumberland that there is succession planning and a smooth transition in the office of chair.

PROCEDURE:

The incoming chair shall:

1. Be a current member of the Board.
2. Be approved by the Board one year prior to the conclusion of the current Board Chair's term.
3. Serving as a Vice Chair until the commencement of his or her own term would be an asset.

The Nominating Committee is mandated to conduct the Board Chair selection process and to recommend to the Board, for its approval, a nominee for incoming Chair.

Selection Criteria – Desirable Attributes

- Proven leadership skills
- Good strategic and facilitation skills; ability to influence and achieve consensus
- Act impartially and without bias
- Tact and diplomacy
- Powerful communicator
- Political acuity
- Must have the time to continue the legacy of building strong relationships between the agency and stakeholders/partners
- Ability to establish trusted advisory relationships with the Executive Director and other Board members
- Governance and broad-level experience in community support/health care sector
- Outstanding record of achievement in one or more several areas of skills and experience used to select board members



Selection Process

1. Nominating Committee shall canvas each Board member to obtain views on the selection criteria and on the perceived strengths and weaknesses of possible candidates.
2. The Chair of the Nominating Committee will meet with each nominated candidate to ascertain interest. If the Chair of the Nominating Committee is a potential nominee, he or she shall not participate in the selection process, and the process shall be conducted by the Vice Chair or another member of the committee.
3. Nominating Committee will discuss findings and ultimately agree on a nominee to recommend.
4. In the event the Vice Chair cannot fulfill their duties as Chair, the Nominating Committee will canvass the Board and the current Chair may be asked to stay on in the interim.