



Policy Name: **Director Recruitment Policy**

Section: **Board Governance**

Approval Authority: **Board of Directors**

Approval Date: **February 16, 2023**

Next Review: **February 2026**

1.0 Policy Statement

Recruitment of directors will be conducted in an open and transparent manner to foster diversity and broad community representation.

2.0 Purpose

To ensure that Directors of the Board have the experience and breadth of knowledge required to govern the corporation effectively.

3.0 Process

- a) On behalf of the Board of Directors, the Governance Committee will annually (in January/February or as required):
 - i. Identify annual recruitment needs based on term expiries and resignations;
 - ii. Determine objective criteria for recruitment of directors, including a review of current skills, experience and qualities;
 - iii. Determine the recruitment strategies, including use of social media, newspaper advertisements, community outreach;
 - iv. Develop recruitment format and composition of the Recruitment Committee;
 - v. Pre-screen applicants and conduct interviews;
 - vi. Recommend successful candidates to the Board of Directors for approval.



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- b) Where an Officer vacancy arises, the Chair of the Governance Committee will contact Board members to solicit interest:
 - i. Where consensus is reached on the proposed slate of Officers, a report will be presented to the Board of Directors for approval.
 - ii. Where consensus cannot be reached, the Board of Directors will ensure that an election takes place at the first meeting of the Board, following the annual meeting in June.
- c) Where a Board Director vacancy arises during their term, the Governance Committee may complete a special recruitment cycle on behalf of the Board of Directors to fill the vacant position. This process should closely mirror the annual recruitment process as outlined in this Policy and the Governance Committee will provide recommendations to the Board of Directors and/or a meeting of Members for approval in accordance with the Arnprior Regional Health By-Laws.