

RECRUITMENT and the NOMINATING COMMITTEE

As many of the Community Associations have their AGM and elections in the spring, I thought this information would be timely.

The [recruitment](#) of new Board members is the responsibility of all board members and of the membership as a whole, not just the nominating committee. Stakeholders should be actively looking for potential candidates for the board and should forward their names to the nominating committee. To a lesser extent organization staff should also be on the lookout for potential candidates. However, staff must be careful to not be perceived as unduly influencing membership of the board.

An excellent board begins with the development of a systematic recruitment process. The board should embed its recruitment and nominating practices as written policies and its committees should follow the policies consistently over the long term, changing policies as new and better practiced are developed.

The board and/or the nominating committee should consider several questions as it prepares to recruit for candidates.

Here are a few questions for consideration;

- **W**hat are the skills required by the members of the Board?
- **W**hat skills are required for new undertakings?
- **W**here are the skill gaps?
- **W**hat is the realistic time commitment required?
- **W**hat are the foreseeable challenges?
- **W**hat are the benefits to the board members?

The ideal director is an individual that will bring to the table skills, integrity and passion

Remember the personal qualifications of potential directors; interpersonal & communication skills, reputation, integrity, interest in the organization, interest in teambuilding, the inclusive of others and focus are also critical.

The intent of the audit or analysis is to assist the nominating committee by targeting individuals with specific skills and areas of interest as priority candidates for recruitment. The time taken in conducting a skills audit will help ensure board membership is aligned with the priorities of the organization.

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