



**Board – Section 5**  
**Policy 5.3 Director and Officer**  
**Recruitment**  
 Revised: July 2020

**LLGAMH BOARD POLICIES AND PROCEDURES MANUAL**

**Director and Officer Recruitment**


**Department:** Governance **Policy Number:** 5.3

**Approval:** Board of Directors **Cross-references:**

**Date(s):** YYYY-MM-DD 2020-07-07

**Replaces Document:** **Review Frequency:** 2 years

**Signed and Dated:** **Next Review:** 2022-07-07

  
 July 7, 2020

<b>STATUS</b>	Original						
<b>DATE</b>	2020-07-07						

*Date Format: YYYY-MM-DD      Status Options: Original, Reviewed, Revised, Archived*

**Policy Statement**

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

**Purpose**

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

**Process**

On behalf of the Board of Directors, the Governance Committee will annually (in March or as required):

- Identify annual recruitment needs based on term expiries and resignations
- Determine objective criteria for recruitment of directors, including a review of current skills, experience and qualities



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- Determine the recruitment strategies, including use of social media, newspaper advertisements, community outreach
- Develop recruitment format and composition of the Recruitment Committee
- Pre-screen applicants and conduct interviews
- Recommend successful candidates to the Board of Directors for approval

Where an Officer vacancy arises, the Chair of the Governance Committee will contact Board members to solicit interest:

- Where consensus is reached on the proposed slate of Officers, a report will be presented to the Board of Directors for approval
- 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.