



Nomination of a Board Director

Please note: The policy description, purpose, and outcomes are harmonized across the Huron Perth & Area Ontario Health Team Accreditation Collaborative.

Policy

Boards will strive to create and maintain a board membership with a diverse skill mix and that is representative of the community population. For each organization the Board membership will be rotational, and the duration will be in accordance with the organization's by-laws.

Purpose

To develop a transparent process for the establishment and sustainability of a board of directors.

Outcomes

An outcome from a robust board nomination process is an active structured approach to recruitment to ensure the Board of Directors consistently has the skills and abilities collectively to provide fiduciary oversight and strategic leadership for the organization as well as assess the needs and serve the community.

Core areas (not exhaustive) include:

- Nomination process consistent with by-laws.
- Process and assigned responsibilities for leading the nomination process.
- Position description for board director that reflects the mix of skills, experience and knowledge required.
- Maintain a profile of the current Board, for example, develop a skills matrix to identify skills/experience gaps within the current board that will inform recruitment for vacancies.
- Determine recruitment process:

- Communication/advertising strategy
- Contact persons of interest
- Provide information for prospective Board members
- Determine application process
- Design interview process for prospective Board members

HPA-OHT Accreditation organizations will include an organization-specific addendum to the harmonized policy to address their respective processes.