

BOARD RECRUITMENT POLICY



BACKGROUND & CONTEXT

The nomination and selection of Board members is the right of the Members of First Nations Media Australia through the election process. However, given the responsibilities of the Board, there is a need for the Board to have an appropriate mix of expertise and experience to meet the needs of the organisation.

A Board Recruitment Policy enables an organisation to pro-actively recruit individuals for nomination onto the Board¹ and ensures alignment between governance priorities and skill levels and experience of the Board.

PURPOSE (*Why do we have a Recruitment Policy?*)

Board members are required to make decisions for the good of the organization as a whole. Therefore, the makeup of the group that comprises the Board of Management requires careful scrutiny.

The makeup of the Board of First Nations Media Australia should demonstrate a range of broad skills and attributes relating to commitment, governance experience, specific skills and attributes relating to remote Indigenous media as well as to representation of: geographic regions; cultural/language groups, genders, and age groups.

(While Board members may have been chosen due to their geographical location or ethnicity, they are expected to make decisions for the overall benefit of the organization, not just for that group.)

SCOPE

This policy applies to Board members of First Nations Media Australia, General Members and delegates.

POLICY OBJECTIVE

The objective of a Board Recruitment Policy is to ensure the ongoing competence, viability and effectiveness of the Board of Management.

POLICY STATEMENT

The Board of the First Nations Media Australia is committed to ensuring the makeup of the Board has an appropriate range of skills and expertise in order to fulfill its responsibilities and roles.

¹ Adapted from Board Recruitment Policy, ourcommunity.com.au



PROCEDURES

The Board may choose to –

1. Create a Governance Committee ² to deal specifically with the issue of Board Recruitment. The procedures of the Board or delegated body for this Policy will include:
2. Draft a Recruitment Plan for Board membership.
3. Draft a Job Description (including a Selection Criteria) for Board membership.
4. Review the Board performance (eg. through self-assessment).
5. Review and assess the Board membership on an annual basis with particular reference to identifying missing qualities and characteristics such as:
 - Skills and expertise;
 - The balance between experience and freshness; and
 - Representation of membership or sub-groups where relevant.
 - Maintain a list of aspirant board members.

The Board and/or delegated body should identify aspirant board members from within their networks and identify and utilize other outreach approaches.

Aspirant Board members should be briefed on the roles and responsibilities of being a Board Member.

Identified aspirant Board Members should be encouraged to nominate for election at the Annual General Meeting and may also be appointed by the Board outside of an AGM, where the Constitution provides, to fill vacant Board positions.

Letters of Nomination and Letters of Confirmation should be provided to all aspirant board members.

RESPONSIBILITY

It shall be the responsibility of the Board or delegated body to undertake self-assessment.

It shall be the responsibility the Board or delegated body to explore among their networks, potential candidates to sit on the Board of the organisation. However due to the internal nature of recruitment and the potential for 'nepotism' the Board may delegate this responsibility to a Governance Committee.

It shall be the responsibility of the General Manager to draw up and maintain a list of aspirants for the Board, and for this to be available to Board Members or delegated body.

It shall be the responsibility of the General Manager to ensure that any nominees, candidates, or new members are acquainted with the organisation's purposes, policies, and procedures.

² 'A governance committee is one of the most influential committees of the board. Sometimes referred to as the nominating committee or board development committee, the governance committee's main role is to recruit new board members and to ensure that each board member is equipped with the proper tools and motivation to carry out his or her responsibilities.' <https://www.boardsource.org/Knowledge.asp?ID=3.31>



SOURCES

Ourcommunity.com.au, Board Recruitment Policy
Ingram, Richard T., Ten Basic Responsibilities for Nonprofit Boards
<https://www.boardsource.org/Knowledge.asp?ID=3.31>
Cleary, M Board Policies for Australian nonprofit Boards, 2008

RELATED POLICIES

Board Induction Policy
Board Member Pledge.

APPENDICES AND ABBREVIATIONS

Policy No.	
Source document	
Board Endorsement Date	
Implementation Date	
Ongoing Monitoring (responsible person)	
Evaluation Date	
Review Date	