



MERIT-BASED CANDIDATE SELECTION FRAMEWORK

Engineers and Geoscientists BC is a large, complex organization that holds legislated responsibilities to the public and to government. The Board sets the strategic direction for the organization, which is supported by more than 150 staff, 1,400 volunteers, and has a budget of over \$29M. For the Board to achieve its goals and meet its fiduciary responsibilities, the Board has identified the need for diverse voices, with a blend of the following skills and competencies.

It is not necessary for each member of the Board to have advanced experience in each area; as part of its process, the Nomination Committee conducts a gap analysis to determine the priority areas for the upcoming year.

Leadership	Strategy	Financial Literacy	Risk Management	Governance Experience	Regulatory Understanding	Human Resources	Engineering and/or Geoscience Experience
<i>Demonstrated confidence and good judgment in directing the efforts of others to achieve desired outcomes, while modeling respect, commitment, integrity and accountability.</i>	<i>Understanding of and experience with an organization's process of defining its strategy, or direction, and making decisions on allocating its resources to pursue this strategy.</i>	<i>Understanding of financial statements, cash flow, budgeting, financial planning and investing that allow an organization to make informed and effective decisions about their financial resources.</i>	<i>Knowledge of enterprise risk management, risk assessment, and risk policies and procedures to enable effective risk management oversight of the organization.</i>	<i>Understanding and knowledge of board governance and the roles and responsibilities of board members, usually demonstrated through previous board experience.</i>	<i>Knowledge of regulations and regulatory organizations, including the purpose of regulation, gained from working with legislation, having experience being a part of a regulator, or working in a heavily regulated industry.</i>	<i>Knowledge and understanding of HR policies related to employees and volunteers, including equity, diversity and inclusion policies, performance management, succession planning and ensuring sufficient resources to fulfill an organization's responsibilities.</i>	<i>Technical proficiency in the practice of engineering and/or geoscience</i>

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MERIT-BASED PROCESS

The following framework outlines the steps followed by the Nomination Committee in its selection of candidates:

1. Confirm criteria and desired skills and competencies for Council positions
 - a. Conduct a gap analysis, prioritize desired skills, competencies, and experience for the upcoming year
 - i. Includes consideration of diversity, such as disciplinary, gender, and regional
2. Confirm the number of openings available for each position. The Committee will make a reasonable attempt to nominate at least one more than the number of vacancies per position.
3. Place a Call for Nominations
 - a. Require all potential nominees to provide the following:
 - i. Written summary of their interest to serve on the Board (up to 250 words)
 - ii. Current CV and references
 - iii. Provide details of their experience related to the desired skills and competencies in 2-3 sentences for each applicable area (maximum 100 words)
 - iv. Complete supplementary conflict of interest and declaration questions (yes/ no)
4. Complete an internal check to determine potential nominee is eligible to run for election, is in good standing with Engineers and Geoscientists BC and is not the subject of any disciplinary action
5. Committee to review and assess all potential nominees based on the desired skills and competencies
6. Committee to shortlist candidates and identify candidates for interviews
7. Committee to conduct background check, reference checks and other steps to confirm experience and competence, as appropriate
8. Committee to finalize its list of candidates for election and confirm acceptance of the nomination
9. Committee to deliver final list of nominees for election to the Chief Executive Officer

DIVERSITY

Engineers and Geoscientists BC strongly values the benefits that diversity brings to its Board. There are many aspects to diversity, including area of expertise, experience, regional representation, gender diversity and ethnic background, amongst others. We believe diversity and inclusion promotes different perspectives and ideas, mitigates against groupthink and ensures the organization has the opportunity to benefit from all available talent in support of good board governance. The Board is committed to promoting diversity and inclusion as part of its nomination process.