



EXCO Member Recruitment Process

The types of qualities and skills we are seeking in EXCO nominees are as follows:

- We need people:
- who are adaptive;
- who are preferably potential office bearer;
- with a big picture, strategic perspective;
- with vision both in terms of conservation and the organization;
- who will help increase the profile of the organization nationally;
- who are available now;
- who have access to resources or networks.

The most important qualities are passion, leadership and an ability and willingness to work.

The process for vetting and selecting nominees to the Board:

1. A matrix of EXCO member skills and attributes is created. This matrix is reviewed and updated periodically to ensure it reflects current needs and to identify gaps in EXCO member skills and attributes.
2. Names of potential EXCO members are suggested by current EXCO members or Executive Director.
3. The resume of individual is circulated to Nomination Committee members.
4. The Nomination Committee conducts an initial, informal discussion about the name has been suggested and decides whether or not to pursue.
5. If the individual is selected, a further review regarding the potential fit of their skills with the EXCO's needs by Nomination Committee.
6. A more detailed interview is held between the candidate and Nomination Committee members.
7. A recommendation is made by the Nomination Committee to invite the candidate to the Sub-committee as member of the Sub-committee.
8. The Chair of that Sub-committee is required to observe, review, to give his opinions on the candidate and make a recommendation to Nomination Committee if the candidate has the potential to an EXCO member.
9. The Nomination Committee shall decide whether to recommend the candidate to Executive Committee as nominee of EXCO member if there is available vacancy.
10. The appointment will be formalized in next AGM.