CATEGORY: Governance Process	**NUMBER:** 2.18
TITLE: Board Member Recruitment	**ORIGINATING DATE:** MARCH 22, 2016
SOURCE: BOARD	**REVISION/REVIEW DATE:** MAY 23, 2017
SIGNATURE:	

Recruitment to vacancies of the Board of Directors will reflect the Board's' commitment to the development and maintenance of an independent and skills based Board.

The Governance Committee of the Board of Directors will oversee the recruitment process on behalf of the Board of Directors.

Process/Procedure:

The process/procedure for the Board of Directors' recruitment is set out in Appendix "A" – Assessment & Screening Tools (*under review.*)

Perth and
Smiths Falls
District Hospital

APPENDIX "A" UNDER REVIEW.

Application Screening/Assessment Tools

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1. The Governance Committee will recommend the skills and competencies to be sought during any recruitment to any vacancy on the Board of Directors utilizing whatever tools it determines necessary to use.
2. The Governance Committee may draft and post an advertisement inviting applications to the Board of Directors. Any such advertisement will include a general description of the responsibilities expected of Board members as well as a description of those current skills and competencies being sought. The Committee will determine where and how the advertisements will be made including consideration of the Hospital website including but not limited to area newspapers.
3. The Governance Committee may recommend to the Board of Directors the filling of a vacancy through the direct appointment of a previous applicant who has agreed to be placed on a roster of potential Board Members created through a previous recruitment process. The names will be held on the roster for two (2) years.
4. The Governance Committee will consider relevant and available information concerning applicants while adhering to relevant legislation and best practices regarding recruitment.
5. The Governance Committee will recommend to the Board of Directors those individual(s) it considers best meet the needs of any particular Board vacancy.