

## 3.1 BOARD RECRUITMENT POLICY

### **INTENT**

In accordance with the constitution of the Assembly of BC Arts Councils, the society will provide cultural leadership by identifying, recruiting and training skilled and knowledgeable leaders to act as Directors of the society. These individuals will share in the commitment to develop the arts at the community, regional and provincial level.

The Nomination Committee will recruit Directors from British Columbia who are leaders in their community, who share in this commitment to develop the arts, and who have skills in one or more of the operational functions areas of finance, programs, personnel and advocacy. Nominees must also have a sound knowledge of governance functions such as policy development, strategic planning and organizational assessment, or a willingness to undertake further training in this field.

### **PROCEDURES**

- 1 The Assembly will provide copies of the Board Recruitment Policy, Board Member Job Description, and election forms on their website, which will be available to members of arts societies across the Province's 10 regions.
- 2 The Personnel Committee will receive the completed election forms and curriculum vitae from nominees at any time during the year up to one month prior to the ANNUAL GENERAL MEETING of the Assembly. The slate of nominees is presented for election at conclusion of business of the Annual General Meeting.
- 3 Board composition will endeavor to reflect the geographic areas of the province to present a balance of cultural diversity, gender; ages, skills, and representation from a diversity of arts disciplines (see bylaws).
- 4 To fill vacancies in appointed board positions, the Board of Directors will consider recommendations put forward by the Personnel Committee. The Personnel Committee will seek appropriate candidates for appointment to the Board of Directors through referrals from the current Directors, committees, regional arts councils, community arts councils, other BC arts societies, general membership of the society, municipal governments, and general public.
- 5 Performance evaluations will be conducted annually. The Personnel Committee will solicit input from fellow Directors as well as peers of the Directors throughout the Province to determine if the Assembly Directors are fulfilling their obligations as outlined in the Board Director Job Description Policy 3.3 (p. 32)
- 6 When Assembly Directors have been elected to Executive positions in accordance with bylaws, they will have demonstrated a level of expertise required to lead and direct the affairs of the Assembly. In order to maintain the integrity of the organization and the continuation and completion of work undertaken, regions are encouraged to support the work being done in the Provincial interest by reconfirming the election of their executive's board member Assembly Directors for the duration of the six year term.
- 7 In the event that a Director should be unable to continue in the position until the normal end of the term, the Personnel Committee shall appoint a person to fill the vacancy until the next Annual General Meeting, at which point the seat shall be deemed to be vacant.

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ORIGINAL APPROVAL: April 1995      BOARD MOTION: #95.34

History:

REVISED: November 2005, October 2007