



ACPSEM

Australasian College of Physical Scientists & Engineers in Medicine

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Director Recruitment Policy

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INTRODUCTION

The nomination and selection of Board directors is the prerogative of the members of the Australasian College of Physical Scientists and Engineers in Medicine through the election process. However, given the responsibilities of the Board and the ability of the Board to appoint one director not elected by the membership, there is a need for the Board to have an appropriate mix of expertise and experience. Policies and procedures must facilitate the nomination and election of people who best meet the needs of the ACPSEM.

PURPOSE

Directors should provide an appropriate mix of skills to provide the necessary breadth and depth of knowledge and experience to meet the Board's responsibilities and objectives. The Board also aims for a composition which will appropriately represent the interests of the various groups contained within the organisation's purpose and strategic intent, and which will facilitate and include diversity.

POLICY

Election to the Board of Directors of the ACPSEM will be in accordance with the constitution and bylaws and nothing in this policy will be done to discourage nominations from among the membership in accordance with those rules.

The Board may decide on review of the nominations for election to the Board, to endorse to the membership particular candidates for election to the Board based on the:

- Necessary areas of expertise within professions represented by ACPSEM
- Necessary expertise required to successfully fulfil obligations of the Board
- The balance between experience and freshness, including succession planning
- Director Diversity
- Contributions from relevant stakeholders

and may advise the membership of any endorsements and reasons for them. In the event that a potential candidate is considering nominating, the Board may advise the candidate prior to any nomination of their collective view regarding the candidature based on these criteria.

The Board as a collective entity may not oppose or attempt to discredit any candidate seeking election for the Board or a Committee of the Board. The Board may advise any candidate that they will not be endorsing them at any time prior to the opening of voting for the relevant election.

The Board should ensure that the Branch Chairs, and through them Branch Committees, are kept aware of the needs of the organisation and of the Board, and request assistance in identifying appropriate potential candidates, including for the next and future elections.

The Board should attempt, using its network of contacts within and outside the organisation's membership, to identify appropriate individuals with needed skills and interests as potential Board members. When vacancies arise among the elected Board positions, such individuals should be encouraged to nominate for election. Such individuals may also be appointed by the Board, where the Constitution provides, to vacant Board positions.



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The Board acknowledges the evidence that Director Diversity in all cultural senses contributes to the success and sustainability of an organisation and will actively work to promote and encourage such diversity on the ACPSEM Board.

This policy and associated procedures will also apply in so far as is relevant, to the election and appointment of members of ACPSEM Board Committees and positions requiring nominations of ACPSEM representatives who are representing the views of ACPSEM in the relevant appointment. In the latter case, a reference to the branches may be read as a reference to Specialty Groups or other relevant committees or groupings within ACPSEM.

RESPONSIBILITIES

It shall be the responsibility of each director of the Board to explore among their networks the possibility of nominating for a position on the Board of the organisation.

It shall be the responsibility of the President to draw up and maintain a list of prospective candidates for the Board. All entries on this list shall be reported to the Board.

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

It shall be the responsibility of the Board to ensure that Branch Committees continue to have an adequate role in the selection of current and future candidates.