


MICs GROUP OF HEALTH SERVICES... MICs Board of Directors 	TOPIC: Board Recruitment	NUMBER: GOV-023
	CATEGORY: Governance	DATE: February 7, 2018
	DEPARTMENT: Governance	REVISED DATE: March 7 th , 2018
	AUTHORITY: MICs Board Chairs	
	APPROVED SIGNATURES: <i>Robert Dennis</i> <i>Robert A. Dennis</i> <i>Robena Jeff</i>	LAST DATE REVIEWED:

BOARD RECRUITMENT PROCESS

POLICY

The MICs Group of Health Services is committed to fair and equitable process for seeking applications to the Board of Directors.

PURPOSE

The purpose of this policy is to guide members of the community who wish to apply to become a Board member.

PROCEDURE

1. The recruitment process for Board members shall include a public advertisement in at least one of the local newspapers as well as on the Corporation's public website.
2. In order to apply for membership on the MICs Board of Directors, the applicant must secure an application package from the MICs Group of Health Services website www.micsgroup.com or through administration.
3. The applicant must have the required skills, experience and capacity to govern and lead the Corporation and should encompass the universal and collective Director competencies identified in the skills matrix.
4. In order to ensure the Board reflects the diversity of the communities within the Catchment Area, regard will be made to the geographic background of the applicant as well as other demographic characteristics including, gender, language, culture, ethnic and social characteristics.
5. The Board will receive and review the list of recommended nominations, together with applications. The guidelines for the nomination of Directors set out in the Board Governance Manual shall be considered by the Board in its determination of the appropriate candidates for election as a Director.
6. Selected applicants will be required to submit to an interview.
7. If selected by the nominating committee, the applicant will be notified to be present at the Annual Meeting when/if voting is to take place. The applicant will also be notified if not selected and the application will remain on file for one year at the candidate's request.