

BOARD RECRUITMENT POLICY
BLUE ECOLOGY INSTITUTE FOUNDATION (BEIF)
Effective date: November 19, 2021

I. Policy

The nomination and selection of Board members is the prerogative of the members of BEIF through the election process. However, given the responsibilities of the Board, there is a need for the Board to have an appropriate mix of expertise and experience. Policies and procedures must facilitate the election of those people who best meet the needs of the Board.

Board members 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 BEIF's common bond and which will include a diversity of Canada's peoples.

The Board should attempt, using its network of contacts within and without 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 Bylaws provide, to vacant Board positions.

BEIF requires that Nominees or Directors of BEIF apply for and be successful in their application for a suitability check. The person seeking to be a Nominee or Director of BEIF can take up their position as Nominee or Director when BEIF has received the Application to the Board of Directors, and the Board of Directors deliberated and approved such Application.

II. Principles

1. The Board shall regularly assess its composition by reference to:
 - a. Necessary areas of expertise.
 - b. The ideal balance between experience and freshness.
 - c. Desirable diversity in relevant areas.
 - d. Contributions from relevant stakeholders.
2. The Board shall identify areas where existing board composition falls short of the ideal.
3. Board Members, where applicable, shall either be experienced in or be willing to acquire environmental knowledge.
4. Board members shall attempt to recruit from their networks Board candidates who would fill those gaps.
5. The Board shall collect suggestions from members and shall draw up a list of suitable candidates for the Board, and for Board committees and working parties.
6. Where vacancies occur on the Board or its committees and working parties other than at the expiration of elected terms, appointments shall be made from this list.
7. Before each annual election the Board shall attempt to recruit nominations for the Board from this list.

III. Responsibilities

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

It shall be the responsibility of the Secretary 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 members are acquainted with BEIF's purposes, policies, and procedures.