



## **Board Recruitment and Nomination Policy (Board Approval - March 30, 2016, Policy Continued - November 19, 2018 and Date for Next Board Review - November 2021)**

### **Purpose and Principles of Recruitment:**

The OLTA seeks to recruit capable and responsible persons as Board Members (Governors) who are committed to its vision, mission and good governance. The Board is comprised of a minimum of 9 members and not over a maximum of 15 members.

### **Desired Competencies, Expertise & Qualifications for Board Candidates:**

The OLTA Board searches for suitable candidates who possess the characteristics and attributes to satisfy the basic ingredients in the Board Matrix (reviewed annually):

- 1) Demonstrated passion and personal commitment to the OLTA vision, mission, strategic plan, program goals, governing standards and best practices.
- 2) Working experience with charities, land trusts, not for profit agencies or community groups in directing, governing, managing and/or evaluating programs.
- 3) Desirable expertise in organization development, fundraising programs, strategic planning, group leadership, charity law, governance policy, financial systems, human resources, committee work dynamics, democratic process, management expertise, team building, problem solving, marketing, promotion or communications.
- 4) Working knowledge of Ontario's natural resources, current environmental issues, land conservation programs and/or volunteer-driven community stewardship.
- 5) Representation of diversity in abilities, cultures, geography, human resources, socio-economic interests, rural-urban demographics, community access and personal networks across the full OLTA range of funders, members, partners and services.
- 6) Recognized inter-personal skills and capabilities to function within a corporate team.
- 7) Time commitment for active learning and contribution to OLTA work expectations.
- 8) Support for the democratic process and majority decisions of the OLTA Board.

### **Basic Guidelines for Recruiting, Interviewing & Nominating Candidates:**

*1) In the process of searching for suitable candidates, the Board will require:*

- a) Letter of interest with reasons for their intentions to contribute
- b) Resume or summary of skills, experience and qualifications
- c) Interview conducted by members of Nominating Committee
- d) References to support their demonstrated competencies

*2) In the process of finding and recommending candidates, the Board shall:*

- a) Check for gaps in key Board competencies that are desirable to recharge
- b) Conduct a quality driven screening of all expressions of interest or resumes
- c) Interview candidates to examine their competencies and value to the OLTA
- d) Provide candidates with sufficient information about the OLTA mission and Board responsibilities so they can make an informed decision of acceptance

### **Election and Appointment of Governors:**

- 1) Nominations will be recommended to the Board and AGM for approval.
- 2) Final selection and appointment will be made in accordance with the provisions outlined in the approved OLTA Articles of Continuance and the By-Laws.
- 3) Governors are formally elected at the AGM. The Board may also make interim appointments during the year until next AGM to fill any Board vacancies.
- 4) Governors are required to sign the OLTA Board Members Agreement.