

**Agenda Item: Recruitment and selection of the Board Standing Committees and vacant positions arising on the Board of Trustees.**

**Summary**

This report describes the process for recruiting and selecting the four Board Standing Committees and the vacant positions arising on the Board of Trustees.

**Background**

The IPPF governance structure, as agreed by the General Assembly in Delhi in 2019, is formed of a 15-member Board of Trustees reporting to the General Assembly, with four Standing Committees advising the Board. A 7-person Nominations and Governance Committee (NGC), also reporting to the General Assembly, is responsible for recruiting members of the Standing Committees in liaison with the Board Chair. The NGC is in the process of recruiting the Standing Committee members. This process will be completed in advance of the November Board meeting.

Due to the recent vacancies that have occurred on the Board the NGC has extended its recruitment process to also recruit three Trustees.

Standing Committees are formed of up to 7-members, of which a majority are from Member Associations. There is at least one and a maximum of two members of the Board of Trustees on each Committee. These members are nominated by the Chair of the Board of Trustees and approved by the Board. The Chair of each committee is a Trustee.

Committee members, other than those serving as Trustees, are selected by the NGC. Of the seven members a maximum of two members can be external members selected for a specific skill set.

The Committees are required to have the same composition as the Board ie at least 50% women and at least 20% young people under 25 years old at the time of appointment. Consideration is given to geographical diversity and to smaller and larger Member Associations from different national contexts.

## **Recruitment of the Standing Committees and Trustees**

### ***Appointment of the Executive Search firm***

Perrett Laver, the executive search firm selected to support the recruitment and selection process for the BoT and NGC, was retained to support the recruitment and selection of the Standing Committees and the Trustees to serve on the Board.

### ***Candidate Search***

The search was focused on attracting both internal candidates from Member Association and external candidates. All information pertaining to the recruitment was available in French, Spanish, Arabic and English.

The internal recruitment drive happened in a number of ways:

1. Through regional directors who acted as a conduit to share the recruitment information with all MAs in the region. The MA's then cascaded it to the volunteers.
2. Through a series of webinars and through the IPPF.org website

The external drive focused on sharing the recruitment information on list serves and with international and regional networks and through international advertisements.

In parallel to the public and internal advertisement PL conducted a proactive outreach contacting more than a hundred people across the sector for sources of advice and recommendations of potential candidates. Potential candidates were asked to download a candidate application pack with specific information on IPPF, the role of the Board and the Standing Committees and the profile of candidates.

### ***Applications***

Applicants were asked to provide a comprehensive chronological CV, a one-page letter of motivation and a completed skills matrix. The applications for the Standing Committees closed on 14<sup>th</sup> September. A total of 97 applications were received of which 44% are from MA volunteers. Of the total applications: 47% identify as women; 19% under 25 years old. Applications for the BoT vacancies close on the 15<sup>th</sup> October.

### ***Shortlisting, interview and selection process***

The initial shortlisting was done by PL who ranked all candidates. The NGC met with PL to select those candidates to take forward to interview. Interviews will take place in late October and early November.

The NGC has formed itself into five panels – one panel for Standing Committee and one for the Board. Interviews will take place using the Zoom platform with simultaneous translation. Perrett Laver are conducting two confidential reference checks by phone for each shortlisted candidate.

Final selection of candidates will be completed in advance of the November Board meeting.