



AGENDA REPORT TO BOARD OF DIRECTORS

MEETING DATE: January 16th 2015

Item:	Board Hiring Process for the 2015-2016 Board of Directors
Presenters:	Domenic Bitondo, Chair of the Board and Appeals Nominating Committee
Purpose of Report:	For approval
Item #:	7b)

Recommendation:

That the board receive the process outlined by the committee and approve the newly appointed board member.

Background:

The Board and Appeals nominating committee has been meeting since October 2014 and have built from the ground up the recruitment process for hiring new board members and appeals members. Below is the results of our hiring process for the board vacancy that was created in September 2013. As well the committee has developed a process to hire the 2015-2016 board that will require your approval.

New Board Member: Heeso Kim

The committee was tasked by this board to fill the vacancy resulting from Justin Pilon's resignation. As per staff recommendations we contacted last year's unsuccessful applicants and received the updated applications of those still interested. Upon completion of an extensive hiring process that included resume review, an interview and reference check the Board and Appeals Nominating Committee has nominated Heeso Kim for the rest of the 2014-2015 board term. Heeso was the unanimous selection of the hiring committee and she is excited to join our board. Her name has been submitted to Council for ratification by that body at their next duly called meeting.


Filling the vacancy provided the committee with an opportunity for the committee to experience the process on a smaller scale and reflect on improvements to the proses prior to appointing the full board.

2015-2016 Board of Directors Hiring Process

The committee has developed the following timeline for the board hiring process.

Date	Task
January 16 th	Post call for board of directors
February 8 th	Using the job description the committee will develop a matrix with questions that tests the requirements outlined in the Job Description in consultation with HR.
February 13 th	Posting closes
Week of February 23 rd	Applications are screened, and interviews offered
Week of March 2 nd	Interviews occur, and references checks completed
Week of March 9 th	Board members nominated and ready for AGM 1

Sign-Offs:

Managing Director Review:	Scott Courtice	
Board Chairperson Review:	Isaac Jacobi	