



ENGINEERS &
GEOSCIENTISTS
BRITISH COLUMBIA

MERIT-BASED CANDIDATE SELECTION PROCESS

MERIT-BASED PROCESS

The Nomination Committee's candidate selection process includes the following steps:

1. Confirm criteria and desired skills and competencies for Board positions
 - a. With reference to the Board Composition Matrix and a gap analysis, prioritize desired skills, competencies, and experience for the upcoming year, including consideration of diverse perspectives and backgrounds
2. Confirm the number of openings available for each position. The Committee will make a reasonable attempt to nominate at least one more than the number of vacancies per position.
3. Place a Call for Nominations and make an online application form publicly available
4. Complete an internal check to determine potential nominee is eligible to run for election, is in good standing with Engineers and Geoscientists BC and is not the subject of any disciplinary action
5. Review and assess all potential nominees based on the desired skills and competencies
6. Shortlist candidates and identify candidates for interviews
7. Conduct background check, reference checks and other steps to confirm experience and competence, as appropriate
8. Finalize list of candidates for election and confirm acceptance of the nomination
9. Deliver final list of nominees for election to the Chief Executive Officer
10. Produce a report for the Board specifying how the outcome of the selection of nominees meets the requirements of the Act, the Regulation and applicable bylaws.