

WIRE Board Recruitment Practice

<p>Board gap analysis</p>	<p>The WIRE Board needs to conduct a Board Member gap analysis. Results from this analysis will influence Selection Criteria.</p> <p>Key questions to ask ourselves are:</p> <ol style="list-style-type: none"> 1. What are the key objectives for the group over the next one to three years? 2. What skills are needed to assist the staff/volunteers/group to achieve these objectives? 3. What skills do current Board members offer in these areas? 4. What skills will depart/departed with the retiring Board member/s? 5. Where are the gaps? 6. How representative is the Board? (Does our Board include different voices? e.g. Should we target women from CALD background? Indigenous women? Younger women? Older women? Women with a disability?)
<p>Board Selection Process</p>	<ol style="list-style-type: none"> 1. Prospective board members to submit the following: <ol style="list-style-type: none"> a. Completed Application Form (Appendix 1) b. Resume 2. All candidates to be considered against Board Selection Criteria (Appendix 2) 3. All candidates to be interviewed by CEO and Chair. 4. Short-listed prospective candidates to attend next board meeting for introduction to all board members 5. Successful candidates ratified by board 6. Letter of offer sent to successful candidate/s