

**Human Resources (HR) Plan for 2018-2019
Central Election and Search Committee**

C-524-2.4
Appendix A(i)

Committee: Central Election and Search Committee	Date Developed: October 2018
Committee Review Date: October 2019	Date Council Approved: February 8, 2019

	Target / Ideal (To meet the need of the Committee)	Currently in Place	Gap [ST = Short-term Goal] [LT = Long-term Goal]
Core Competencies <ul style="list-style-type: none"> • Skills • Abilities • Expertise • Knowledge 	<ul style="list-style-type: none"> • Good understanding of the function of a policy governance board of directors • Inspirational • Highly regarded • Vast networks of fellow engineers 	<ul style="list-style-type: none"> • Understanding of competencies to serve on Council and/or president-elect, including <ul style="list-style-type: none"> – Demonstrate decision-making skills – Conflict resolution skills – Change management skills – Committee members with backgrounds in major issues affecting PEO – Experience chairing a meeting an asset • Understanding of a self-regulatory authority (i.e. self-governing a profession in the public interest) • Good understanding of the function of a policy governance board of directors • Inspirational • Highly regarded • Vast and diverse networks of fellow engineers • Association governance experience an asset 	<ul style="list-style-type: none"> •
	Target / Ideal (To meet the need of the Committee)	Currently in Place	Gap [ST = Short-term Goal] [LT = Long-term Goal]

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Committee Membership	<ul style="list-style-type: none"> mandated by s.12(1) of Regulation 941; Two or more additional well recognized members to be selected from the membership at large 	<ul style="list-style-type: none"> mandated by s.12(1) of Regulation 941; Two or more additional members drawn from the membership at large 	<ul style="list-style-type: none"> broader membership
Broad Engagement Career Stage	<ul style="list-style-type: none"> not applicable, appointments made in accordance with Council's policy direction 	<ul style="list-style-type: none"> determined by members holding the offices for mandated positions; two or more additional members drawn from the membership at large, career stages to be considered 	<ul style="list-style-type: none"> not applicable; mandated by s.12(1) of Regulation 941
Disciplines	<ul style="list-style-type: none"> Not applicable 	<ul style="list-style-type: none"> not applicable 	<ul style="list-style-type: none"> not applicable
Experience Level	<ul style="list-style-type: none"> determined by members holding the offices for mandated positions; two or more additional members, senior level 	<ul style="list-style-type: none"> determined by members holding the offices for mandated positions; two or more senior level members 	<ul style="list-style-type: none"> not applicable; mandated by s.12(1) of Regulation 941
Gender/Diversity	<ul style="list-style-type: none"> determined by members holding the offices for mandated positions; two or more additional members to represent all members of society 	<ul style="list-style-type: none"> determined by members holding the office for mandated positions; one male and two female members selected from the membership at large 	<ul style="list-style-type: none"> not applicable
Geographic Representation	<ul style="list-style-type: none"> members who understand issues facing the organization in the immediate future 	<ul style="list-style-type: none"> 1 – West Central Region 1 – Western Region 2 - East Central Region 1 – Eastern Region 	<ul style="list-style-type: none"> 1 – Northern Region
CEAB Grads/ Foreign-trained	<ul style="list-style-type: none"> Not applicable 	<ul style="list-style-type: none"> not applicable 	<ul style="list-style-type: none"> not applicable
Licensed –vs– Non-licensed	<ul style="list-style-type: none"> mandated by S. 12(1) of Regulation 941 	<ul style="list-style-type: none"> mandated by S. 12(1) of Regulation 941 	<ul style="list-style-type: none"> mandated by S. 12(1) of Regulation 941
Volunteer Development Plans	<ul style="list-style-type: none"> mandated by S. 12(1) of Regulation 941 	<ul style="list-style-type: none"> mandated by S. 12(1) of Regulation 941 	<ul style="list-style-type: none"> mandated by S. 12(1) of Regulation 941

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<p>Succession Planning</p> <ul style="list-style-type: none"> • Time on Committee 	<ul style="list-style-type: none"> • mandated by S. 12(1) of Regulation 941 by position 	<ul style="list-style-type: none"> • mandated by S. 12(1) of Regulation 941 by position 	<ul style="list-style-type: none"> • mandated by S. 12(1) of Regulation 941 by position
<ul style="list-style-type: none"> • for those not mandated by S. 12(1) of Regulation 941 by position, succession planning is dictated by recruitment process and staggered departure from committee to ensure some continuity and new membership. 			
<p>Terms of Office:</p> <ul style="list-style-type: none"> • Chair/Vice Chair • Committee members 	<ul style="list-style-type: none"> • Chair and committee members mandated by S. 12(1) of Regulation 941 by position <ul style="list-style-type: none"> • <i>Chair</i>: One year per section 12, Regulation 941. • Committee member: <ul style="list-style-type: none"> ○ Immediate Past President - One year per section 12, Regulation 941. ○ President - One year per section 12, Regulation 941. ○ Two or more other Members – maximum 3 consecutive one year terms subject to approval by Council. 		