

WATER FORUMS CHAIR APPOINTMENT PROCESS

Background

Following the resignation of the Previous Chair The Water Forums Nominations Committee made recommendations for the recruitment of a New Chair:

- role, criteria and time commitment
- remuneration;
- methods of securing a shortlist; and
- method of assessment.

Then:

- advertisements were placed in press (local and national)
- a long list of 15 applicants was reviewed and scored by the Nominations Committee; and
- the Nominations Committee made recommendations for a shortlist of four candidates to the Company.

Selection process

The selection process included a mixture of informal and formal interviews. The process allowed Chair candidates and the Company to be aware of “what they were letting themselves in for”. Therefore, candidates were assessed in two phases:

- formal interview with Nominations Committee (i.e. with scoring against criteria); and
- informal meeting with Company Chief Executive Officer and Customer Director.

The Nominations Committee then drew together its scoring from its own formal interviews as well as feedback from the Company. The Nominations Committee then made a recommendation for the position of Chair to the Company, which accepted this recommendation. The programme is outlined below.

Appointment of Chair – timetable

Date	Activity
May 2019	Nominations Committee met and made recommendations for appointment of Chair
May/June 2019	Advertisements placed
July 2019 July 2019	Interviews took place Committee reviewed interview outcomes including and nominated a candidate
August 2019 onwards	Chair induction took place
November 2019	New Chairs first meeting