



Council Member Recruitment and Nominations Policy

Policy Section: Governance Process	Policy Number: GP-24	Approved By: Council
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Policy:

The Council of the College of Registered Nurses of Manitoba (CRNM) is committed to providing effective, accountable governance for the organization. This will be achieved when the members of the Council, both individually and collectively, have the governance skills, knowledge and judgment, and are equipped to make an effective contribution through:

- A mix of skills and abilities that provides the Council with sufficient expertise in the required areas.
- An appropriate orientation program that familiarizes new Council Members with the organization, its governance approach, and its short and long term issues.
- An ongoing Professional Development program that keeps Council Members current with the health regulatory and nursing sectors.
- A blend of Council Member experience and turnover that provides an appropriate balance of stability, new ideas, and energy.

Council succession planning includes:

- a) Council’s recognition that it needs to plan for recruitment for impending vacancies.
- b) Consideration of Regulatory Requirements, CRNM’s Strategic Plan, CRNM’s Bylaws, and Governance Policies in the identification of the types of individuals being recruited to stand for election to fill upcoming vacancies.
- c) Recognition that Council members will have individual specific knowledge, skills, abilities, and judgement that they bring to serve the public interest.

Council Member Candidate Identification

In order to achieve an effective mix of skills and abilities, the Council has established selection criteria for Council Members for nominations and appointments to Council. These criteria are designed to inform and assist people wishing to serve on Council to better understand the qualifications and expectations of Council Members.

The criteria outlined below are meant to serve as a guide for people agreeing to appointment to Council and those who are nominating and being nominated for a Council position. The criteria are outlined in three categories including:

1. General Commitments and Abilities
2. Governance Competencies, and
3. Specific Professional Skills and Competencies.

1. General Commitments and Abilities

All candidates for nomination and/or appointment to Council will demonstrate the following abilities and accept the following commitments:

- Strongly believe in the value of health professional regulation for the public interest.
- Commitment and passion for the vision and purpose of CRNM.
- Understanding of role and responsibilities of CRNM.
- Ability to be a team player.
- Effective inter-personal skills.
- Demonstrated leadership skills.
- Community respect and knowledge.
- No structural conflict of interest.
- Ability and intent to participate regularly and devote the required time and energy.

2. Governance Competencies

Council Members also require or need to acquire the following six areas of “governance competencies”:

a. Contextual

Takes into account the culture, values, mission & norms of the organization.

b. Educational

Ensures members are well informed about the organization and about Council’s own role, responsibilities and performance.

c. Interpersonal

Nurtures group development; attends to Council’s collective welfare; fosters sense of cohesiveness and teamwork.



d. Analytical

Recognizes complexities and subtleties in issues; draws upon multiple perspectives to find appropriate responses to complex problems.

e. Networking/Linking

Accepts responsibility for developing and maintaining positive relationships with key stakeholders. Ability to build helpful networks and represent the organization effectively as an ambassador in senior level environments.

f. Generative/Strategic

Helps envision and shape organizational direction (thought-leadership) regarding desired Public Benefit (i.e. critical outcomes).

3. Specific Professional Skills and Competencies

Each Council Member should ideally represent at least one or more specific areas of expertise in the following specific skill sets:

- Registered Nursing Knowledge
- Governance Expertise
- Knowledge of Professional Regulation in the Public Interest
- Political Skills
- Marketing/Communications
- Small and Large Business
- Finance
- Strategic Thinking and Planning
- Legal
- Information Systems
- Academic/Education/Research Sector
- Labour/Human Resources
- Not-for-Profit Sector



Recruitment and Nomination

It is Council's responsibility to ensure effective succession for Council Members. Council's capacity to function with excellence and to have a significant impact within the health system is based partly on having quality, knowledgeable, hardworking, committed and effective Council Members. In keeping with this responsibility, current and past Council Members are expected to actively inform and promote serving on Council as an important aspect of professional life for CRNM registrants.

Council will ensure through active recruitment that, where there is to be an election to fill a Council position, that there will be one or more qualified candidates who stand for election.

Council makes the government appointments office aware of the required skills and expected experience for prospective candidates for CRNM public member Council positions. The government appointments office puts forward prospective candidates. These candidates are to be informed of the expected skills and experience required to stand as a candidate.