

#### **Policy Rationale**

- Recruitment brings new ideas, skills, knowledge, management styles and network contacts to provide a strong and diverse Board of Management that is focused on organisational renewal and development.
- Recruitment entails inducting new members. CCAE will use: *'So...You're on a Committee! A Guide to Good Governance'* for developing support, direction, contacts, feedback, essential information building, confidence and Professional Learning. This can extend to mentoring potential 'leaders' into various Board of Management roles.

#### **Policy Aims**

- Board of Management recruitment strategy will seek members from a variety of social, ethnic, cultural, religious, educational and work related backgrounds who are connected with the Echuca-Moama district to enhance the mix of skills/experiences.
- Planned induction and mentoring will provide positive, team orientated membership, high levels of enthusiasm and a smooth transition of knowledge, policies and operations from one leadership team to the next.

#### **Procedure**

- CCAE will seek nominations from the floor at its AGM and the Manager, in consultation with the Chair and the Board, will contact members of the public and invite them to participate in Membership of the Board.
- CCAE Manager will make observers/potential members welcome, and provide an information pack containing:
  - CCAE history
  - vision and mission statements
  - business plan
  - strategic plans [scope of registration/curriculum development/professional learning]
  - an individual copy of: *'So...You're on a Committee! A Guide to Good Governance'*
- New members will be inducted and mentored onto the Board to provide individualised support, direction and information to assist new members to rapidly become effective and comfortable in their new policy making role and create a productive and harmonious working relationship between Board, Manager and CCAE staff due to shared understanding of policies and goals.

#### **Evaluation**

Policy will be reviewed bi-annually and by each new Board of Management in light of feedback obtained at the conclusion of each induction and mentoring drive conducted by the CCAE Board of Management.