



BGRC Committee Member Recruitment Policy

Background

The BGRC governing Committee must ensure that it has the right mix of skills and competencies to meet the Club's evolving needs. Managing the process that encompasses succession planning, nomination and Committee member recruitment is one of the Committee's most important tasks. This task will be handled by a Nomination Sub-Committee.

The Sub-Committee should undertake an annual formalised skills gap analysis in line with the Club's strategic direction to identify the skills needed to oversee the strategy. The skills profile of existing Committee members can be mapped against the skills matrix and any gaps identified. Specific roles can then be attributed to each Committee member in line with their identified competencies. Importantly, all Committee members appointed will have proven Governance knowledge and technical competencies as applied at Best Practice Committee level i.e. Legal, Financial, Governance, Business, Greyhound Racing, etc. The Committee will endeavour to address diversity in terms of gender, age and culture.

Role of Nominations Sub-Committee

1. Objective/s

The objectives of the Nominations Sub-Committee are to determine the pipeline of Committee nominees for election to the Committee, to identify and recommend candidates to fill vacancies occurring at the end of existing Committee members' tenure and manage casual vacancies between Annual General Meetings.

2. Composition and Meetings

The Nominations Sub-Committee will comprise the Club Chair, Deputy Chair and one other Committee member. The Club Chair will chair the Sub-Committee and a meeting quorum will be any two members of the Sub-Committee. Meetings will be held at least once annually, and special meetings can be convened as required.

The Sub-Committee reports to the Committee as necessary after each meeting and circulates the minutes to the Committee as soon as practicable.

3. Responsibilities

The Sub-Committee's responsibilities are to determine that an appropriate and transparent process is in place for the effective succession planning and renewal for the Committee. The principal responsibilities and functions of the Nominations Sub-Committee are as follows:

- (i) Annually evaluate and report on the performance and effectiveness of the Committee and its individual Committee members in order to facilitate the members fulfilling their responsibilities in a manner that serves the interests of the Club;
- (ii) Annually present to the Committee a list of individuals recommended for nomination for election to the Committee; and
- (iii) Assist in identifying, interviewing and recruiting candidates for the Committee with a view to achieving an appropriate balance of skills, knowledge, experience, independence and diversity to discharge the Committee's duties and responsibilities, and maintaining a Committee skills matrix to assist the Committee with this purpose.

Adopted: September, 2019.