

BUXTON TOWN TEAM CIC PROCESS FOR THE SELECTION OF DIRECTORS

MAKE UP OF THE BOARD

In accordance with the Articles of Association

- the board will consist of at least three and no more than nine directors
- each director is appointed for a period of no more than three years, and will resign at the end of this period
- three vacancies will therefore arise each year
- directors must between them cover all the skills necessary for the board to be effective.

A director can be appointed for no more than two consecutive terms, and is then not eligible for re-appointment for a further period of three years; these provisions can be amended by special resolution at a general meeting if necessary.

Directors must be active members of Buxton Town Team CIC.

SELECTION PROCESS

The process of selecting new and replacement directors is carried out by the Board Search Committee.

This committee is made up of six to eight people, and seeks to include representatives from the Board, the Scrutiny Group, the Ideas & Vision Group and the Communications Group. They are tasked with the following:

- compiling a list of skills and areas of expertise that are relevant to being on the board
- agreeing which of these are essential for all directors to have, which are essential for one or more persons to have and which are useful or merely 'nice to have'
- assessing in collaboration with each current director what skills they contribute and to what extent
- comparing these with the requirements and drawing up a list of skills that are missing
- consulting with the membership as to who from amongst their number might be suitable
- sounding out potential new directors
- assessing the skills of potential new directors against the list of missing skills, to provide a 'best fit' proposal
- agreeing this with the Board and with the Scrutiny Group
- putting the proposal to the membership for approval

If as proposed we have a board of nine, each appointed for three years, this process would involve the replacement or re-appointment of three directors every year. There will of course be occasions where a director has to step down sooner than expected, and needs to be replaced outside of this cycle.

Adopted 18 December 2012