

DIRECTOR SELECTION POLICY

PURPOSE

Effective governance depends upon the correct mix of skill, experience, personal qualities and diversity amongst the directors of PWRDF.

POLICY

The Board will ensure that directors have the necessary skills and experience to fulfill their responsibilities. This process is undertaken by the nominating committee of the board (see By-law No. 1, Section Five) and through the election of directors which takes place at the Annual Meeting.

The skills, experience and personal qualities that the members will use to select potential directors include the following:

SKILLS AND EXPERIENCE

The Board will possess a complementary mixture of skills and experience including:

- Advocacy experience
- Board and governance
- Business management
- Communications
- Development, relief or refugee
- Environment
- Ethics
- Finance
- Gender sensitivity
- Government and government relations
- Human resources management
- International
- Labour relations
- Legal
- Marketing
- Risk management
- Strategic planning
- Theological reflection

PERSONAL QUALITIES

The board requires all of its members to possess the following qualities:

- understanding of/and commitment to the vision, mission and values of PWRDF
- honesty and integrity
- cultural sensitivity
- understanding of governance
- understanding of the role of a director and of the role of the board

- ability to work as part of a team
- ability to communicate effectively
- willingness to devote the time and effort to be an effective director
- ability to recognize and manage potential conflicts of interest
- willingness to learn

AMENDMENT

This policy may be amended by the PWRDF Board.

Approval Date: May 2011

Review Date: December 2015

Revision Date: May 2016