

Committee name	Nominations Committee
Date	17 October 2017
Chair	Andrew Finding

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Committee report	
Pt.	Subject
	REPORT OF THE FEI NOMINATIONS COMMITTEE
1	<p>Introduction</p> <p>The work of the Nominations Committee has been steady throughout 2017. There has been no undue challenge or difficulty. We have been pleased to see the FEI's Governance standards commended since the Nominations Committee plays its part within the overall governance structure of the FEI.</p>
2	<p>Composition of FEI Committees</p> <p><u>Committees: Gender and Representation</u> In our report to the Bureau and General Assembly in 2015 we recommended action to encourage increased candidacies from women and National Federations with low levels of representation. We saw more women coming forward in 2016 and again in 2017; this is encouraging. The number of women on committees in 2017 has increased to 33% from 32% in 2016 and 28% in 2015. We also saw a significant increase in the overall number of candidates coming forward for consideration in 2017. We vetted 78 candidates from a good cross section of National Federations. This is, to our knowledge, the highest number ever. We are pleased to see this positive trend.</p> <p><u>Committee Composition</u> The Nominations Committee's terms of reference require us to review the overall committee composition. Therefore, at our meeting in 2017 we undertook a careful and full review of the composition of each of the FEI's committees. We are pleased to report that we found the composition to be entirely appropriate.</p> <p><u>Bureau Member Work Load</u> We found that the work load for Bureau members was high when all, but the President, give up their time on a volunteer basis. We have therefore made two suggestions for consideration by the Bureau:</p> <ul style="list-style-type: none"> • Bureau members engage in "exit interviews" as they complete their terms of office, perhaps with the President and/or Secretary General to establish their views about what works well and what might be improved; • That Bureau members share their individual roles with another suitably qualified person, perhaps a deputy.



	<p>Recommendation 1</p> <p>We recommend that the FEI and Group Chairs, with their Nomination Committee representatives, continue to seek more candidacies for appointment or election with special emphasis being taken to encourage more women to come forward.</p> <p>Recommendation 2</p> <p>The Bureau considers:</p> <ul style="list-style-type: none"> • the value of “exit interviews” as members conclude their terms of office; • sharing roles to reduce their work loads.
<p>3</p>	<p>Review of Candidacies</p> <p>We have vetted and forwarded our recommendations to the Bureau for appointment and election as our terms of reference require.</p> <p>Our only point for comment relates to the Audit and Compliance Committee. Here we established the candidates were not properly qualified in that none had a formal accounting or legal qualification. While they were all experienced people their candidatures could not go forward. Subsequently the Chairs of each of the Audit and Compliance and Nominations Committee agreed to ask FEI Bureau to consider a change to the job specification. Changes were agreed and the recruiting process was run again using the new job specification. Appropriate candidates are now presented to the General Assembly for election.</p>
<p>4</p>	<p>Chairman’s Concluding Remarks</p> <p>The Nominations Committee chairman stands down after the FEI General Assembly in Montevideo at the conclusion of his term. His successor is not due to be elected by the members of the Nominations Committee until its next in person meeting in June 2018. Thus, the committee will be without a chair for 7 months following the Montevideo GA, as occurred at the time of the current chairman’s election. Then, the world did not fall apart without a chair for several months! But, the retiring chairman does not think it advisable for there to be a gap and suggests this is reviewed by the FEI executive team.</p> <p>Finally, we commend the FEI and its leadership team for the progress made to ensure the FEI electoral process has been progressively enhanced and democratic. Equally, we are grateful for the careful attention to detail and the firm stance taken by the President, Secretary General and staff of the FEI, especially Julie Schlaefli and the legal department, to ensure the elections are sound and correct.</p>