

20 November, Manama (BRN)

<b>Committee name</b>	<b>Nominations Committee</b>
<b>Chair</b>	Betty Wates (JAM)

<b>Committee Report</b>	
<b>Pt.</b>	<b>Subject</b>
<b>1</b>	<b>Introduction</b>
	<p>The Nominations Committee met in-person on 6-7 June 2018 at the FEI Headquarters in Lausanne (SUI).</p> <p>The FEI Secretary General invited the members of the Nominations Committee for one and half day session. The first half day the Nominations Committee was addressed by the FEI Secretary General, the Nominations Committee &amp; Events Administrator and the FEI Director of Governance &amp; Institutional Affairs. All three generally welcomed the Committee and particularly the new members; they also provide the Committee with an overview and general explanations about the governance of the FEI, including detailed description of the different decision making bodies, roles and functions of these bodies, rights and obligations, and particularly about the role and functions of the Nominations Committee and of its Chair.</p> <p>The Nominations Committee found this initial presentation extremely helpful, especially for the new members. Also, this first half day session allowed the members of the committee to interact with each other and have preliminary discussions about of one their main tasks (the review of candidacies) that took place on the following day.</p> <p>Additionally, at the first half day session the new Chair of the Nominations Committee, Betty Wates (JAM) was elected by her peers. Likewise Alesia Machuskaya (BLR) was elected as Deputy Chair. She was a great asset and was able to assist the Chairperson.</p>
<b>2</b>	<b>Review of Candidacies</b>
	<p>There were a lot of vacancies to be filled and equally a great number of persons applying for the positions. This was a large amount of work for the Nomination Committee. This was greatly assisted by the various Committees that sent a representative to assist us in filling the vacancies with the most suitable persons.</p>

<b>3</b>	<b>Nominations Committee Recommendations</b>
	<p>The following 5 recommendations are proposed by the Committee:</p> <ol style="list-style-type: none"><li data-bbox="328 353 1452 600">1- The development of the FEI equestrian disciplines throughout the world is a key objective of the FEI and as such is captured in the FEI Statues. To progress in this objective the Nominations Committee would envisage to have a dedicated member within the Technical Committees for developments matters. This member shall work closely also with the FEI Solidarity Department.</li><li data-bbox="328 651 1452 898">2- Following the review of candidacies by the Nominations Committee it is recommended to provide personalised feedback to identify and selected strong candidates that however have not been recommended by the Nominations Committee for election and appointment on a given year. The aim is to explain the reason for not having been successful but to encourage them to keep a close relationship with the FEI.</li><li data-bbox="328 949 1452 1323">3- Although gender and geographical representation are goals to be pursued by the FEI, it is the recommendation of the Committee to generally favour expertise over gender, nationality diversity or newcomers. This recommendation being based on the principle of having the right person in the different FEI decision making bodies and standing committees based on merits and fulfilment of the job specification. However, in the event that 2 candidates demonstrate a similar expertise, preference will be given to a candidate based on gender, geographical and newcomers' considerations.</li><li data-bbox="328 1375 1452 1536">4- Staggered terms for Standing Committees is recommended when the majority of their members have similar terms, to avoid potential malfunctioning of a Committee die to the election at the same time of a majority of members.</li></ol>

<b>4</b>	<b>Closing remarks</b>
	<p>Fruitful and productive discussions were held by the Nominations Committee at its in-person meeting in June 2018 with a good integration and interaction between the existing and the new members elected at the General Assembly 2017.</p> <p>A general conclusion of the Committee is that overall the FEI needs strong decision making bodies and standing committees with the most capable persons in place. By working on that direction, we will undoubtedly keep the highest standard of governance that has been implemented in the previous years. In this sense, the promotion of good candidates by all National Federation and Stakeholders and the reaffirmation of a robust vetting process are crucial.</p> <p>The Committee members were very focused and with the exception of a few cases, we were largely in agreement.</p> <p>My personal opinion is that the meeting should last for 2 full days as most of us need to recuperate after having to travel for 2 days to get to Switzerland. For a meeting of the magnitude that we have, we really need to be sharp and focused to get the most benefit out of it.</p> <p>I know that the term for each Committee member is supposed to be 2 years, however, I feel that a 3 year term would be of greater benefit, and would allow for the organisation getting improved results from decisions made.</p>