

## **Government of Alberta's Agency Recruitment and Appointment Principles**

The following principles will form the basis of all agency recruitment and appointment processes:

- **Competency:** Selection is based on skill sets that meet the needs and nature of the organization so that the agency has directors who, together, have the competencies to implement good governance practices and meet the agency's mandate.
- **Agency engagement:** The agency is involved in establishing the governance needs of the agency, reviewing candidates, and advising on recommended candidates. At a minimum, the chair or another board member will be included in the selection panel.
- **Transparency and openness:** The recruitment and appointment process is clear, publicly available and communicated to stakeholders. Individual openings for positions are publicly advertised, and reasonable steps are taken to reach a large number of diverse and eligible candidates. Appointments are publicly posted.
- **Consistency:** The recruitment and appointment process is applied consistently for all directors appointed by the government to its agencies.
- **Timeliness:** Appointments are made and announced in a timely manner.
- **Diversity:** The recruitment and appointment process recognizes the importance of diversity. In order to ensure a constant and on-going pool of qualified candidates, the government will promote the value of board membership, increase public awareness of opportunities and actively recruit candidates from across the province.

These principles will be integrated into recruitment and appointment processes, which respect ministers' and Cabinet's role in finalizing appointments.