

Open Selection Process for appointing County Trustees

Purpose

1. In an open selection process, Trustee vacancies are advertised publicly to try and reach a wider range of potential applicants. This gives more people the chance to consider the opportunities and express interest, while increasing the mix of skills and experiences on a Trustee Board.

Principles

2. Using an open selection process to find Trustees is very common in the charity sector.
3. Open selection can increase the diversity of a Trustee Board by making other people aware, keeping the process transparent, and removing potential conflict of interests such as where Lead Volunteers previously nominated a Chair.

Who makes the decision

4. All Trustees have equal responsibility for these decisions.
5. Although a Chair or Lead Volunteer may make recommendations, the Trustee Board as a whole needs to agree on the process.

How to recruit Trustees using an open selection process

6. **Advertising for nominations.** This might encourage people to nominate themselves, or other people who'd make a great addition to a Trustee Board.
7. **Advertise roles for applications.** Share information both inside and outside of Scouts. This could include advertising at local volunteer centres or on local social media groups to widen your reach.

How to review Trustee nominations in an open selection process

8. Upon receiving nominations, the Chairman will contact individuals to discuss the role description and responsibilities of becoming a Trustee.
9. Following the initial discussion, individuals will confirm or decline their intention to proceed with the nomination.
10. The Trustees will review all nominations and agree who shall be taken forward to the AGM to be Appointed to the Board.
11. Where new Trustees are recruited during the year, they shall be Co-Opted to the Board of Trustees until the next AGM.

Appointment of Trustees

12. Based on the outcome of this selection process, the Chair, Treasurer and Trustees are all appointed at the AGM by the County Scout Council.

13. The County Lead Volunteer and County Youth Lead are ex officio members of the County Trustee Board.
14. Co-Opted members of the County Trustee Board are not appointed by the County Scout Council at the AGM, but are Co-Opted annually by the County Trustee Board.

Trustee Board Membership

15. The County Trustee Board should comprise a maximum of 12 Trustees (the total of all ex officio, appointed and co-opted Trustee categories), with a minimum of 7 Trustees.
16. Appointed Trustees may be appointed for up to 3 years and can be re-appointed.
17. Co-opted Trustees are appointed for an initial period of 1 year by the Trustee Board.
18. Trustees may only be on the same Trustee Board for a maximum of 9 years, before taking a break of at least 3 years; this does not apply to ex-officio roles.

Target Timeline

Month	Action
April	Advertise for new Trustees
July	Review and approve nominations
September	Trustees appointed at the AGM by the County Scout Council

Amendment History

Date	Detail
July 2024	Draft Policy considered by the County Trustees