

## **How to become a Board Member if you are not a resident of Two Castles**

It is important for the Board to be properly skilled, experienced and committed in order to direct and control all aspects of the Association's work in an effective and accountable way.

The Board needs a balance of new blood to bring fresh perspectives and challenge, together with longer serving Members to provide continuity of experience. To achieve this, the Board has a fixed term of appointment of 3 years for new Members and limits the maximum number of terms that a Member can serve to 3.

When a vacancy arises, recruitment to the Board will be conducted openly and transparently and its objective will be to increase and/or enhance the skills and qualities available to the Board.

Recruitment will be conducted primarily through the following sources:

- Advertising externally in housing and local/national press, including BME publications.
- Recruitment via the housing association trade body, the NHF.
- Notifying Shareholding Members and Members of Committees of the advertisement.
- The advertisement may be given to professional trade bodies for circulation amongst their members to assist in attracting candidates with specific skills identified as being required by the Board.
- Candidates known to existing Board Members or senior officers within Two Castles, as having the appropriate skills and experience, may be contacted and invited to respond to the advertisement.

All candidates shall be evaluated in the same manner and external assistance will be employed to assist with this process to ensure suitable rigour and transparency.

Board Member appointment will be subject to confirmation at the next AGM when they will be endorsed by the Board to the Shareholding Members.