



## Further Education College Clerk Development and Training Programme Resource Pack

### Module 13: Governor Recruitment and Succession Executive Summary

Since the 2011 Act, colleges are no longer required to have a search committee; however, they do provide an effective way to select governors or future senior post holders. The **purpose** of this module is to describe and explain the functions of a search or nomination committee, where such a committee has been established.

**Section 1** considers why a governing body might have a search committee. While no longer a statutory requirement, the UK Corporate Governance Code and good governance case studies both identify the benefits that can be derived from charging a group of governors, supported by the clerk, with spending time on the recruitment and succession issues faced by their corporation

**Section 2** looks at membership of the corporation and governance models. Corporations now have greater freedom to decide upon the governance framework and composition of their board.

**Section 3** considers how to go about seeking new members. It helps first to identify what is being asked of them. A role description, which includes an estimate of the time commitment being sought, is critical to ensuring that potentially interested people can make a decision on whether to volunteer their time and expertise.

**Section 4** explores different ways of encouraging potential new members. Many colleges are taking forward a wide and innovative range of recruitment activities to attract new board applicants, some of which are detailed in the module and supporting publications.

**Section 5** discusses interviewing potential new members. It is critical that sound interview processes are in place, and that boards can identify the applicants that are the best 'fit' for their particular governance framework and identified needs.