

**Bill Reid Foundation**  
**Area:** Relations Policies  
**Specific:** Appointment of Director and CEO

Date Adopted: September 24, 2015

Date Reviewed: October 24, 2019

The Appointment of a Director and CEO shall be conducted according to the following:

1. The Director and CEO shall be a person of stature and maturity, recognized and respected within the community for his/her educational background and leadership, depth of experience, and personal integrity.
2. The Board will determine the membership of an ad hoc Search Committee. This Committee will follow a Board approved recruitment strategy.
3. The Board's Search Committee shall identify suitable candidates for the position.
4. The Board shall appoint the Director and CEO for a five-year term. Subject to appropriate review the appointment may be renewed for subsequent terms ongoing.
5. In the event of the sudden death of the Director and CEO or of such incapacity which prevents him/her from fulfilling the responsibilities of office, the most senior staff member will immediately become the Acting Director and CEO and will serve until the next Board meeting. At this meeting the Board shall name an Acting Director and CEO to serve under the direction of the Board until a new Director and CEO is named or until the Director and CEO is able to resume his/her duties.