

# **RECRUITMENT AND APPOINTMENT PROCESS**

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**DEPOSIT GUARANTEE CORPORATION  
OF MANITOBA BOARD OF DIRECTORS**

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## INTRODUCTION

The Members of the Deposit Guarantee Corporation of Manitoba (Corporation) board of directors (the “Board”) are appointed by the Lieutenant Governor in Council on the recommendation of the Minister of Finance pursuant to section 145(1) of The Credit Unions and Caisses Populaires Act (the “Act”). A Chair and Vice-Chair of the Board are designated by the Lieutenant Governor in Council pursuant to section 145(4) of the Act.

Section 145(3) of the Act provides that in appointing members of the Board of the Corporation, consideration must be given to the range of knowledge and expertise the Board needs to discharge its responsibilities effectively.

This recruitment and appointment process has been established to help ensure the Board is comprised of individuals with financial acumen, industry experience, and professional qualifications to ensure breadth of knowledge, independence and a diversity of perspective and experience, in a transparent and competence-based process. Every effort will be made to encourage diversity and ensure the best people are appointed to serve as the Corporation’s Board.

To demonstrate commitment to transparency and accountability, this recruitment and appointment process is available to the public on the Corporation’s and Manitoba government’s websites.

## GUIDING PRINCIPLES

The following principles will form the basis of the Corporation’s member recruitment and appointment process.

- a. Competency** – Selection is based on the skill sets that have been identified in the Skills Matrix so the members who, together, have the competencies to implement and support the Corporation’s mandate.
- b. Engagement** – The recruitment and appointment process for the Corporation’s members will be conducted by a Selection Committee that will make recommendations to the Minister of Finance.
- c. Transparency** – The recruitment and appointment process is clear, publicly available and communicated to stakeholders. Individual openings for positions will be publicly advertised and reasonable steps will be taken to reach a large number of candidates.
- d. Consistency** – The recruitment and appointment process is applied consistently for all members being appointed and reappointed.
- e. Timeliness** – Efforts will be made to ensure that appointments/reappointments are made and announced in a timely manner.
- f. Diversity** – The recruitment and appointment process recognizes the importance of diversity (including age, language, culture, ethnicity, skills, gender, sexual orientation, religion, family status, abilities, personal abilities and perspectives) and will endeavour to recruit candidates from across Canada.

## KEY ELEMENTS

The following are key elements in the Corporation's recruitment and appointment process for its Board members:

**a. Identifying the Need** – As much as possible, vacancies should be anticipated to allow a proactive recruitment and appointment process to be completed in a timely manner. New candidates for nomination will be identified through the Board's annual self assessment process. Manitoba Finance will initiate the member recruitment and appointment process.

**b. Recruiting for the Required Skills** – The Corporation will identify a Skills Matrix for the Board as a whole and an inventory of the knowledge and expertise of individual members. Competencies will include strong communication skills, skills in developing consensus, an understanding of wise stewardship of resources and a good understanding of cooperatives, credit unions and caisse histories, among others.

When a vacancy occurs, the Board will identify the competencies that need to be replaced and will provide that information to the Selection Committee, which is responsible for leading the recruitment process.

When a vacancy for a member is confirmed, the opening will be publicly posted, outlining the required skills and any other requirements. Postings may be done in several ways including posting on the Manitoba government's website, the Corporation's website or on social media such as LinkedIn. Postings will be the responsibility of the Manitoba government.

**c. Reviewing Applications/Nominations** - Applications will be reviewed by a Selection Committee, that will consist of the:

- Deputy Minister of Finance;
- Chief Administrative Officer for the Manitoba Financial Services Agency;
- Assistant Deputy Minister of a division in Manitoba Finance;
- President and Chief Executive Officer of Credit Union Central of Manitoba (CUCM) and one designated representative from the amalgamated credit unions that can best represent Caisse and the Francophone Community.

Applicants/nominees will be assessed on the applicable competencies identified by the Corporation and approved by the Minister of Finance.

**d. Recommendations to the Minister** – The review process will lead to submitting recommendations to the Minister of Finance on the suitable candidates.

The Minister of Finance will recommend appointments to the Lieutenant Governor in Council (LGIC). Appointments of members are made by the LGIC by way of Order in Council, which is posted publicly on the Manitoba government's website.

Appointment terms are for up to three (3) years, with the potential for reappointment based on satisfactory performance, to a maximum of 10 years of continuous service.

In appointing members, regard is to be had for the need to ensure that the terms of office of not more than half of the Board's members expire in any one year.

## SCREENINGS

Conflict of interest and other screening shall be completed before a list of suitable candidates is prepared for submission to the Minister of Finance.

The ultimate responsibility for developing and posting member profiles and making Board appointments rests with the Manitoba government.