



MGT-100: Executive Search Committee Charter – October 8, 2005

Objective

This committee exists to manage the search for INCOSE salaried executive officers. The committee also manages the overall selection and appointment process.

Membership

The Executive Search Committee is a standing committee of the Board of Directors. The President Elect shall chair the committee. Membership is comprised of additional members as appointed by the President, and approved by the Board of Directors at the International Workshop.

Scope

The Executive Search Committee shall maintain the criteria for selection of executive officers in accordance with by-laws and policies.

The Executive Search Committee shall prepare and validate a slate of candidates for each executive office.

Executive Search Committee members will not be candidates for executive office.

Responsibilities

Build/maintain a list of potential candidates for future appointments.

Solicit nominations using multiple means to ensure equity and seek candidates who represent the needs of a diverse INCOSE membership.

Nominate two (2) or more candidates with appropriate credentials.

Secure funds and include budget estimate, business case, and shared resources between CAB and INCOSE budgets.

Develop process for recruitment and hiring – includes business case statement, clarifying roles, job description, performance metrics, and search process.

SUPERCEDES: March 31, 2001

APPROVED BY: INCOSE Board of Directors

MAINTAINED BY: President-Elect