



Process followed by the Nominations Committee for the Selection of Candidates

A. Solicitation

A letter is sent from the Chair of the Nominations Committee (NC), preferably before the end of January, to Full Member Association Presidents (with a copy to Association Correspondents and IAA Committee and Section Chairs) seeking proposals for:

1. President-Elect
2. Leaders and membership of statutory and limited membership committees
3. Other leadership roles

B. Evaluation

The NC considers information on the individual's credentials as follows:

1. Endorsement from the individual's home association
2. Career achievements
3. Past roles in professional associations and feedback on performance
4. Past roles in the IAA and feedback on performance
5. The names of three references, including both career and professional association colleagues (for President-Elect only)
6. Signing of the IAA fit and proper form and a waiver to approach the individual's home association (for President-Elect and Executive Committee candidates only)
7. Availability

C. Selection

1. Identify the best candidates for the position from the list of proposals, having discounted where necessary those already proposed for another position.
2. Where possible, select a candidate(s) from 1 which is consistent with geographic diversity amongst the committee/leadership group being considered.
3. Where possible, select a candidate(s) from 2 to have regard to linguistic, gender and cultural balance, as well as an appropriate range of skills, practice areas and size of home Full Member Associations
4. Consider any other issues
5. Potential grounds for the elimination of candidates include:
 - a. Conviction for criminal offence
 - b. Being officially debarred from holding office in financial or other organisations
 - c. A blemish on the individual's professional discipline record (to the extent this can be established – how discipline is handled and publicised will vary from one association to another)
 - d. Non-trivial reputation issues