



directorSearch

Searching for a new director for your board? When looking for a new director you want to cast the net wide enough to ensure you find the best person for the job while achieving the optimal skills balance for the board as a whole.

Research shows boards with diverse skills and backgrounds perform better. As well as finding the right individuals for the board, you also need to consider the balance of skills and culture in the board as a whole. This is where we can help you.

Why use DirectorSearch?

We help you recruit the best people by searching our extensive database of independent directors, matching individuals' skills and experience with just what you're looking for. In our experience many boards know what they need in a director. You give us the criteria. We give you a selection of strong, suitably qualified candidates.

DirectorSearch is prompt, professional and impartial. And because you receive a list of names that match your requirements, it's a time efficient way to get the best results.

For organisations that need extra recruitment assistance we also offer:

- Refinement of candidate criteria
- Template documents
- Involvement in selection committee
- Administration of an external application process

Alternative approaches such as contacting people already known to the board can open the board to exposure and criticism that you're perpetuating the 'old boys network', so the independent stance of the IoD is important.

Brian Bourke, Chairman, Trust House

We used the IoD [for end-to-end recruitment] because it is a recognized professional body held in good esteem. Our need was to have a transparent, independent process. The IoD did this by acting on behalf of the members. Competenz got a terrific outcome from a robust process that provided quality directors and strengthened our board.

John Blakey, CEO, Competenz

How we identify suitable candidates for your board role

Step one – Your requirements

We'll work with you to clarify the skills, competencies and experience that your organisation requires and to gain an understanding of what you expect of the new director. This information helps us to refine our search for the candidate with the right experience, competencies and likely availability.

Step two – Database search and candidate long listing

From this brief, together with any other aspects such as limitations and conflicts of interest, the IoD searches its database of members who participate in the DirectorSearch system.

The IoD has New Zealand's most comprehensive database of directors. To be included on the database, a candidate must be a member of the IoD and therefore signed up to the IoD's *Code of Practice for Directors*. Candidates record their current and past board appointments, their executive roles and describe their specific skills and sector experience in their database profile.

A significant number of candidates in the database are *Chartered Members* of the IoD. The Chartered designation offers stakeholders an assurance that directors have met professional standards of knowledge and skill that supports them to carry out their duties as a director. Their knowledge, background, character and experience make them role models for other members, their organisations and the community as a whole.

Our database search provides an initial list of candidates. Further refinement of the list is achieved through a closer study of the candidates' backgrounds and experience as evidenced in their CV.

You will be presented with a 'long list' of names (usually 8-12) which includes only those names of candidates that we feel can bring real value to your role. This list is likely to include some recognised and experienced directors and other names worth considering for a variety of reasons – some of whom may be known to your organisation and others who may be new.

Step three – Client review and short listing

Following some discussion of this long list, you would select those (usually between two and four names) whom you would like to proceed with. If desired, the search can also be refined or adjusted at this stage. At this point the IoD will contact the individuals identified to seek an expression of interest in the opportunity. The identity of the organisation is divulged to candidates and, where the individual is interested in the directorship opportunity, we send information on the organisation and the directorship to them. The candidate will then advise whether they wish to proceed to interview with the organisation.

Step four – Selection

At this final stage you will carry out the interview process with the preferred candidates, with or without IoD involvement, and will decide which individual to invite onto your board.
