



Guideline: The roles of the Nomcoms

The role of the Nomcoms in the AO is currently limited to organizing the formalities of elections and verifying whether the proposed candidates fulfil the formal requirements ("tick the box").

The AO Foundation Board is of the opinion that the Nomcoms should play an active role in scouting for talents, in assessing candidates and in supporting diversity (age, gender, geography, clinical specialty).

Scouting for talents is a prerequisite for getting more diversity in our governance bodies. Good potential candidates are often not visible or don't feel comfortable to put up their candidature. This is especially the case in certain cultures.

Assessing candidates' strengths and weaknesses is highly important in order to get the best into our governance positions. This includes not only formal criteria like having done an FEP for example but e.g. also assessing the leadership skills. Very often the majority of the electorate doesn't know the candidates. It's the Nomcoms who need to assess all aspects for the respective position and assure that only the best gets proposed to the electorate. If the candidate was in a governance function earlier, her/his performance in this function is an important criteria for the assessment (leadership and organization, commitment, availability, flexibility).

We are committed to increase **diversity**. Our ACCESS project is all about becoming diverse and about mentoring. Both are linked together. If the Nomcoms function only as automatic relay stations for the candidates who get proposed to the Nomcoms we will never achieve our diversity goals.

The AOFB asks the Clinical Specialties to include in their Terms of Reference this statement:

The Nomcom plays an active role in scouting for talents, in assessing the candidates in all relevant aspects (incl. leadership skills) and in supporting diversity (age, gender, geography).

Approved by AOFB, December 8, 2022 (v2)