

IMechE Nominations Committee - report to Trustee Board and Council

1. Summary of recent tasks completed since last report on 31st August 2024

1.1 IMechE Finance Board – two vacancies

Role	Number of applicants	Number interviewed	Number appointed
Deputy Chair (co-opted Trustee) and two Ordinary members (three vacancies). Also open to external applicants.	4	4	2

The [Nominations Committee](#) advertised these vacancies both directly to members and the Governance team also made appropriate professional Finance and accounting bodies aware of the opportunity for an external independent person to join the committee. We received no external applications and will have to review how we do external appointments in the future.

We did have applications from 4 IMechE members and all 4 were interviewed.

The Nominations Committee recommended the appointment of **Adrian Waldock (Trustee Board co-opt & Deputy Chair) & Ridvald Dhimo (OM)** to join the Finance Board.

1.2 IMechE HQ Sponsor (Client) Board (HQSB) – 1 vacancy

Role	Number of applicants	Number interviewed	Number appointed
Deputy Chair (volunteer)	3	3	0

Although all three candidates had been of a high calibre and were provided with positive feedback following the interviews, NomCo had decided not to make an appointment due to lack of appropriate experience of the 3 applicants for this well-defined role.

This role was jointly promoted by both NomCo and Council encouraging members to apply to the NomCo process.

This should be seen as a positive outcome and demonstrated what NomCo is trying to achieve, namely finding the best candidates for the role.

The Trustee Board is considering how best to support Chris O’Boyle as Chair of the HQSB.

2. Current tasks

2.1 IMechE Investigating Panel – 1 vacancy

Role	Number of applicants	Number interviewed	Number appointed
Chair	3	3	1

There have been seven expressions of interest in the role of Chair of the Investigating Panel resulting in three applications. The current chair, Mark Hunt attended each interview and provided significant input about the role. It was appropriate that the Trustee Board was updated with progress, so it had been beneficial that MG attended the interviews as well. The fact that there were three candidates for the appointment provided an assurance as to the robust nature of the process.

This appointment is awaiting Trustee Board feedback on the NomCo recommendation and will be concluded shortly.

2.2 Finance Board – 1 vacancy – external independent expert

The Finance Board Chair, Richard Judge, has defined the role for an external Ordinary Member on the Finance Board and is also keen to engage the (paid for) services of Nurole. This is an organisation that finds individuals to meet the customer's needs exactly. Nurole does have larger advertising 'reach' than NomCo and offers a full service when compared with some other organisations that will only place an advertisement.

SG estimated Nurole's fees to be between £5K and £10K for this work and confirmed that there is a small amount in the NomCo budget for next year which might cover this cost. SG stated that previous advertisements for this vacancy had been placed on some free sites but resulted in no applications. The advertisement for this role will be clearer and more specific than before as it will focus on an external member.

NomCo is proposing to run this as a "trial task" with Nurole with a view to exploring and developing a partnership arrangement.

IMechE members are asked to encourage the Finance Departments of their engineering organisations to propose suitable candidate.

2.3 Trustee Board election process – 2025 elections

Timetable: The 2025 timetable has been based upon last year's timetable: the call for nominations has gone out mid-November; the closing date for applications is early December; applications will then be scored and ranked prior to Christmas and interviews to be arranged after Christmas. The list of NomCo candidates will then be read out during the Ordinary Meeting in March 2025 and subsequently published. The voting will then commence.

The closing date for applications is 08 December 2024 at 23:59hrs GMT.

The IMechE Nominations Committee is now seeking nominations for the Trustee Board Elections 2025. We have vacancies for: Deputy President, Vice President, and Ordinary Member (International).

The eligibility criteria for the Deputy President and Vice President roles are narrow. Thus, the number of applications will be few and, as such, the amount of time NomCo will need to assess the applications may be lower. The fourth vacancy is for an Ordinary Member (International) to replace Peter Lee, who is covering this appointment as a casual vacancy.

Given that NomCo is committed to having contested elections, at least two names are required for each vacancy.

3. Future tasks

3.1 Remuneration Committee – 1 new position being proposed.

One new vacancy on RemCo will be for an HR Ordinary Member. The Committee is planning to advertise for this position in 2025. The Remuneration Committee is hoping NomCo will find a suitable candidate from the IMechE membership.

3.2 Nominations Committee – vacancy to meet the 2025 Terms of Reference rotational requirement and increase NomCo numbers

The current members of NomCo are as follows:

Isobel Pollock-Hulf (Chair)
Richard Guest (Vice Chair)
Stuart Hamilton
Aziza Mohamed
Ian Brown
Michael Swinson
Anna Coppel

The Nominations Committee Terms of Reference state that:

Composition: NomCo appointments are for a term of three years. Members can be re-appointed for a further and final three-year term. To ensure continuing diversity and fresh perspectives, there should always be one (or more) new person joining NomCo each year. This is achieved by creating one (or more) casual vacancy each year through the retirement of a current Ordinary Member. All appointments shall be approved by the Trustee Board.

To minimise the administration load on the committee, NomCo will advertise for several vacancies in one go to hopefully complete the 2025 rotation ahead of time.

4. NomCo – other matters

4.1 Administrative support for NomCo

IMechE staff support to NomCo has changed recently following the departure of Simone May. Governance has confirmed that Ed Hansom would be supporting NomCo as well as administering the disciplinary process. As line manager to EH, Graham Sutton will retain oversight of NomCo and will lead on the elections.

4.2 Meeting times

It has been agreed that all NomCo meetings in 2025 will commence at 14:00hrs GMT/BST as there are no longer any NomCo members who are based East of the Greenwich meridian whilst one NomCo member is based in the USA.

Isobel Pollock-Hulf
Chair, IMechE Nominations Committee