



Ag Rialáil Gairmithe Sláinte
agus Cúraim Shóisialaigh

Regulating Health +
Social Care Professionals

Nominations Committee Specifications and Requirements

About CORU

CORU is Ireland's multi-profession health regulator.

Our role is to protect the public by promotion high standards of professional conduct, education, training and competence through statutory registration of health and social care professionals.

CORU was set up under the Health and Social Care Professionals Act 2005 (as amended).

It is made up of the Health and Social Care Professionals Council and the Registration boards, one for each profession named in the Act.

Nominations Committee

The Nominations Committee, is a committee of Council and is in place to assist council in leading the process for Committee appointments and make recommendations to Council. The committee has written terms of reference which deal clearly with its authority and duties.

The function of the Committee

CORU's statutory objective is the protection of the public. The Nominations Committee is in place to ensure that the committee lead the process for committee appointments and make recommendations for such appointments to Council.

It is a requirement that at least one member of the Nominations Committee has recent and relevant experience in the areas of recruitment and/or HR. Appointment to this committee is initially for a period of two years and shall be eligible for reappointment, to a maximum of six years in total.

Responsibilities for the role of Nominations Committee:

To assist Council in overseeing and leading the process of Committee appointments and make recommendations to Council, in addition the following is the responsibilities and duties of Nominations committee:

1. To lead the process for Committee appointments and make recommendations to Council.
2. In conjunction with the executive, to annually evaluate the structure, size and composition (including the balance of skills, knowledge, experience and diversity) of the Council Committees and make recommendations to Council with regard to any changes that may be deemed necessary.
3. To keep under review the non-executive leadership needs of CORU, with a view to ensuring the continued ability of CORU to operate effectively to deliver on its mission to protect the public, particularly through the nomination to Council of appropriate members of Committees and Advisory Groups.

4. The Chair of the Nominations Committee may initiate a call for expressions of interest for vacancies by the Executive.
5. Before making recommendations for appointment, the Committee will evaluate the balance of skills, knowledge and experience required for any vacancy and will prepare a description of the role and capabilities required for a particular appointment. In formulating the required skill set, knowledge and experience required for a particular role, the Committee shall take due account of the need for effective succession planning and continuity within the Committees and Advisory Groups.
6. To be responsible for identifying and nominating for Council approval, candidates to fill vacancies as and when they arise. In identifying suitable candidates the Committee:
 - a. may, where appropriate, use open advertising to facilitate the search
 - b. may, where appropriate, request the executive to produce a first screen scoring system, and submit same to the Committee for approval.
 - c. shall consider candidates on merit and against objective criteria, and with due regard for the benefits of diversity, taking care that nominees are aware of the time demands for the role and have enough time to devote to the position.
 - d. Shall ensure that on appointment, appropriate induction and training is provided in a timely fashion to members of Council, Committees and Advisory Groups.

Skills, Knowledge and Abilities:

Essential

- Relevant experience in the areas of Recruitment and/or HR.
- A clear understanding of the importance of upholding public interest in high quality, efficient, consistent and fair regulation.
- A proven ability to contribute to objective decision-making by exercising sound judgement.
- Experience of effective leadership with a high degree of integrity
- Good oral and written communication skills and interpersonal skills, including the ability to communicate professionally and build key relationships with a range of stakeholders.
- A proven track record of effective judgement, decision making, initiative and analytical thought
- Critical thinking skills with a proven ability to grasp the detail of a wide range of issues.

Desirable

- Experience or demonstrated knowledge of similar work or
- Relevant technical knowledge in this area.

Time commitment

The time commitment is estimated at in the region 4 working days per annum, inclusive of meeting preparation time/reading and training.

Training

CORU provides induction training to members of the Nominations Committee.

Fee and expenses

There is NO fee for attending committee meetings. Travel and Subsistence expenses may be claimed through the finance Unit in Corporate Services for expenses incurred for travelling to meetings.

If you wish to apply for the role of (external) Nominations Committee member, **please complete the official application form**, which is available on the link here on [vacancies section](#) of the CORU website.

Please send the completed application form to **recruitment@coru.ie no later than 12 noon on 5th July 2019.**

For further information on CORU, please visit www.coru.ie

Data Protection

CORU will process any personal data provided by you in connection with an application for this role in accordance with the General Data Protection Regulation and the Data Protection Acts 2018. The data will be kept for no longer that is necessary for the purposes for which that data are processed, and it shall be kept in a manner that ensure appropriate security of the data including the unauthorised or unlawful processing of data.

If your application is successful for the role as external member on Nominations Committee, then your personal data will continue to be processed in accordance for the specified reason of committee membership and your data will not be held longer than is necessary.

CORU may disclose the data that you provided on the application form to external sources for the following reasons – where there is an external assessor assisting in the shortlisting for the vacancy on the committee of Council to which you have applied, and to internal and external auditors.