

Criteria For Selection of Board of Governance Members

1. The selection process shall be carried out by the Transition Committee which shall recommend individuals for consideration by the Board of Governance for next term.
2. The Board of Governance shall consist of fifteen Members: ten of whom are selected from ordinary membership of Regional Councils and shall be referred as Internal Members, and five of whom are selected externally keeping in mind their services in social sector (SRH), Public service, legal field and/or philanthropy, shall be referred as External Members. The composition of the Board shall include at least five youth members under the age of 25 years at the time of selection from within the ordinary members and may also include representatives from vulnerable and marginalized groups / people living openly with HIV, while maintaining the gender balance i.e. 50%. Chief Executive Officer shall be ex-officio Member/Secretary without vote.
3. Under recruitment process; Regional diversity if possible shall be ensured from each Region through selection process. The Regions of R-FPAP are based in; (1) Balochistan, Federal GB & AJK, Khyber Pakhtunkhwa (KP), Punjab and Sindh.
4. The selection for members of Board of Governance shall be open to all persons without any discrimination on grounds of race, creed, religion, geographic origin, political belief, sex and disability.

Eligibility Criteria:

- a. Every adult person of sound mind shall be eligible to be selected as Member of Board of Governance except for;
 - (1) A person judicially declared insolvent
 - (2) A person convicted in a court of Law on charge of moral turpitude
 - (3) A person employed on a regular basis in the Association
 - (4) Any employee who has been dismissed, discharged or terminated on grounds of misconduct from Rahnuma-FPAP.
 - (5) A person of unsound mind
 - (6) Family person or relatives including spouses, parents, grandparents, brothers, sisters, sons, daughters, grandsons, grand-daughters and in-laws of volunteer and staff are prohibited.
- b. External Members must be selected from outside the ordinary membership of Rahnuma-FPAP.
- c. A retired or an ex-employee or an agent (a person who has authority to act on behalf of another. This includes employees, contractors, professional advisers, board members,

etc.) of the Rahnuma-FPAP shall only apply to become a member following a cooling off period of six months from the end of their respective engagement.

Qualification and Attributes of BOG members:

All members must meet minimum standards of qualification, expertise and experience according to the established criteria given below to meet the organization's specific needs.

- a. A commitment to the vision, mission and core values of FPAP/IPPF
- b. A willingness to devote necessary time and effort;
- c. Integrity,
- d. Strategic vision;
- e. Good, independent judgment,
- f. And ability to think creatively;
- g. A willingness to speak their mind
- h. Strong communication skills;
- i. An understanding of the impact of diversity and inclusion on organization performance
- j. An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeships;
- k. An ability to work effectively as a member of a team and to take decisions for the good of IPPF

Eligibility key areas:

The BOG collectively needs skills and demonstrated experience in the followings key areas;

- a. Leadership in SRHR
- b. Governance at the international or national level
- c. Senior executive experience
- d. Program delivery experience
- e. Financial control and oversight
- f. Risk management
- g. Legal expertise
- h. Marketing
- i. Fundraising and resource mobilization
- j. Experience of advocacy and working with government
- k. Youth networking and action
- l. Peer-to peer service delivery
- m. Other skills, experience and attributes relevant to global governance.
- n. Well known media persons having knowledge of SRH

5. The Transition Committee is responsible for compilation, scrutiny and short-listing the potential candidates among the applications as received, according to merit for selection to the Board of Governance.

- a. List of short-listed candidates will be prepared.
- b. The external members will be selected from short-listed candidates keeping in view their relevant skills, experience and work.
- c. However, in case; where it is difficult to find a potential candidate; interview of candidates may be held if necessary and the candidate who attains the highest marks in the interview shall be selected.
- d. Selection would take place ensuring that gender balance and youth representation is maintained.
- e. All the members will be selected for a term of three years.