

Update on Chief Commissioner Selection Process

This is an update on information the Chair of the Board and the Chief Commissioner provided to members of the Branch on 22 December 2009. At that time it was expected that the resumed process for selection of a new Chief Commissioner would take from three to four months from the end of January 2010. This process was to advertise externally at the end of January 2010 and culminate in June 2010 with a candidate being recommended to the Board for appointment to a term that commenced at the earliest convenient date.

On the above indicative schedule, the earliest date for an incoming Chief Commissioner to commence in the role would likely be the AGM in late July 2010. Working on this assumption, the advice of 22 December 2009 was that a Deputy Chief Commissioner would be appointed to manage the uniformed operations for up to three months from the end of February 2010, when the present Chief Commissioner steps down.

This process has progressed and is essentially on track with the indicative schedule, although the calling for applications through a public advertisement has been put back a month to end February 2010 with applications to close not later than end March 2010. This change reflects the largely positive results of networking within the Branch and allows more time for individual members to consider whether they can step up and succeed in the leadership role of Chief Commissioner.

Networking has already resulted in a number of uniformed members indicating informally that they would seriously consider nominating for the position on advertisement. It has however also become evident from that networking process that it is critical there be some flexibility in accommodating the potential candidate's personal situation in the fixing of a commencement date and term, and there be some adjustments to the dimensions of the role and in particular to the expectation of the hours that might reasonably be committed to it.

The role of the Chief Commissioner, together with all other roles in the management structure, is currently being reviewed by the Task Force for the Reassessment of Management Structure. That Task Force remains on track to provide its recommendation to the Board by end March 2010. One early and obvious conclusion is that no matter what formal management structure is adopted, the expectation of individuals performing management roles at all levels must be determinedly moderated so as to fully respect the personal, family and employment lives of our individual volunteers.

The selection committee comprised of 4 Board members, 4 representatives from the uniformed section, and chaired by the Vice President of the Branch, fully endorses and is representing to the Board both the need for flexibility in fixing of a commencement date and term and the review of the role of the Chief Commissioner to produce a sensible moderation of the level of hours involved. With this in mind, the committee earnestly invites members to assist it further over the next month in identifying more people who might be suitable candidates and who could seize this opportunity to lead from the front.

For a confidential discussion about possible candidates that you have in mind or to explore how changes in the term or role might best accommodate your own capabilities and availability, please contact the Chairman of the Chief Commissioner Selection Committee, VP David Young (9384 0853 or 9840 9034) or, if preferred, the alternate chair and CCC nominated representative, DCC Adult Programs, Kevin Pestell (9451 9861 or 0419 755 155).

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