



## The Dignity Project

### Policy for recruitment

The Dignity Project (referred to as TDP hereafter) is a not-for-profit, charitable and benevolent institution established in Australia solely to provide relief to young people in India in need, in particular young people from disadvantaged communities, through local projects to provide benevolent care, support, education and training (PURPOSE).

TDP's responsible people are its board members and the process for adding, removing or changing the TDP board are outlined and governed by the TDP Constitution. TDP strictly adheres to the rules set out in the Constitution in respect to its board and members. TDP seeks and welcomes board members with a broad range of skills, expertise, life experience, perspectives and knowledge that will support its stated purpose and strategic goals.

TDP recognises that there may be times when additional skills or expertise will be required beyond those of current board members. This may include but not be limited to: one-off advice or skills, engagement or support for specific programs or projects, or consultation on strategic plans and direction. The purpose of this policy is to provide guidelines for the process of recruiting individuals or expertise beyond the board to support the TDP purpose. Additionally, it provides some guidelines to help evaluate the skills and performance of the board.

### TDP seeks to:

1. Evaluate the skills and performance of the board each year during the TDP annual general meeting. At this time, the current board will complete a self-assessment and board review to identify successes, strengths and areas for improvement of the board as individuals and as a whole, in relation to achieving the TDP stated purpose.
2. At the TDP annual general meeting, the board will identify and propose any additional skills required to support the TDP purpose and plan or implement a strategy for recruiting members, individuals or organisation to support its strategic direction and purpose.
3. The TDP board may at times recruit, seek or invite new members to the board in order to support the TDP purpose.
4. The TDP board may engage individuals or organisations for a fixed period and or to meet defined skills or needs.
5. TDP will appoint based on merit and may actively recruit for specific skills, roles or projects in accordance with its stated purpose.
6. When considering additional members or recruiting for specific skills, advice or projects, the TDP board will invite or seek resumes from individuals for review, meet candidates as a board and make decisions as a board on the appointment of specialist people or organisations. A written contract or agreement will be provided to any individual or organisation that outlines the scope of their involvement and skills or expertise to be provided to TDP, as well as stating a period of engagement.

7. TDP may invite individuals or organisations to address board meetings in a limited or one-off capacity to provide support or advice.
8. TDP is a volunteer run institution and will mostly seek to engage expertise or skills in a volunteer capacity. Exceptions may be made in such as the areas of legal advice, financial or regulatory checks or audits etc.
9. TDP will conduct relevant background checks, which may include reference checks, before confirming any appointments.
10. TDP will adhere to the process outlined in its constitution to remove or appoint board members.
11. Any board member, responsible person or TDP appointed person found to be deemed unsuitable for any reason, including but not limited to, a breach of Australian or overseas laws or regulations, banned or disqualified under ASIC regulations, will be removed from the board or relevant position.
12. TDP's board reserves the right and discretion to terminate any volunteer.
13. This policy will be reviewed annually.

Date: 11 June 2024

Name: Lincoln Harris

Position: Secretary

Signature:

A handwritten signature in blue ink, appearing to be 'L. Harris', is written over a horizontal orange line.