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CATEGORY:	Part II – Provides for Excellent Management	PAGE:	1 of 1
SUBJECT:	PROCESS FOR THE APPOINTMENT OF CHIEF NURSING EXECUTIVE		

The selection of a Chief Nursing Executive shall be approved by the Board of Directors, upon recommendation from the President and Chief Executive Officer.

The duties of Chief Nursing Executive are generally concurrent with another senior leadership role at HSN. Therefore, the desired attributes, competencies and qualities are not limited to those related to the duties of Chief Nursing Executive.

The Chief Nursing Executive is a non-voting member of the Board, reports to the President and Chief Executive Officer for Chief Nursing Executive duties and may also report to another senior leader for other duties.

Any vacancy in the role of Chief Nursing Executive shall be advertised internally, on the HSN recruitment website, and at provincial and national level through relevant professional organizations for at least 15 working days.

Should the appointment of an Interim Chief Nursing Executive be required, the Board will approve such appointment upon the recommendation of the President and Chief Executive Officer.

In the case of the appointment of a non-Interim Chief Nursing Executive, the recommendation from the President and Chief Executive Officer shall be informed by advice from a search committee, chaired by the President and Chief Executive Officer or their designate.

The composition of the search committee shall be determined by the President and Chief Executive Officer, being mindful that the advertised role may not be limited to the duties of Chief Nursing Executive and/or that concurrent searches may be held by the organization at a given time. It shall include, at a minimum:

- At least one Board member serving on the Board’s Quality Committee;
- The President and Chief Executive Officer;
- The Chief of Staff or an alternate physician leader as their designate;
- At least one Vice-President;
- At least one member of a bargaining unit representing nursing professionals;
- At least one Patient and Family Advisor;
- Gender and linguistic balance;

- At least one member who self-identifies as First Nation, Métis or Inuit.

The process may include, at the discretion of the President and Chief Executive Officer:

- The use of a search firm;
- The use of a confidential surveys to solicit internal and external input for the search committee on: top priorities for the next Chief Nursing Executive, desired attributes, competencies and qualities, and names of potential external and internal candidates who respondents think should be approached for the role.