



Process for Filling AVO Director Positions

Closed Process for Filling AVO Director Positions (Candidate is Known)	Open Process for Filling AVO Director Positions (Candidate is Not Known)
<p>This process is to be used when the candidate:</p> <ul style="list-style-type: none"> • is known by the President and/or presiding Board Members • has proven they have the necessary skills, knowledge and experience • has a strong affiliation with the Frank Bette Center and demonstrated this through past volunteering activities 	<p>This process is to be used when the candidate:</p> <ul style="list-style-type: none"> • is not known by the President and/or presiding Board Members • has not proven they have the necessary skills, knowledge and experience • may not have a strong affiliation with the Frank Bette Center and may or may not have been involved with historical volunteering activities • may be controversial or there are many current volunteers who are interested in holding the position
<ul style="list-style-type: none"> • President outreaches to candidate and invites them to be a member of the Frank Bette Center AVO Board, and there is a genuine interest on the part of the candidate • Candidate completes a Board Member application, and submits their resume of experience for review • Interview occurs between the candidate, President and a presiding Board Member (or Consultant if no presiding Board members). This interview is to determine the candidate qualifications, ensure clarity for the job duties and responsibilities are agreed-upon, and level-set expectations for taking on the role • Following the interview, candidate agrees to accept the position • Candidate is introduced and officially voted in by sitting Board members • Assumes their seat as a presiding Board Member 	<ul style="list-style-type: none"> • Advertisement is placed in Frank Bette Center newsletter, posted on web, and made available to all volunteers of the Frank Bette Center • Applications are submitted to a central resource for review and approval • President outreaches to potential candidates and invites them for an interview • Interview between the candidate, President and a presiding Board Member (or Consultant if no presiding Board members). This interview is to determine the candidate qualifications, ensure clarity for the job duties and responsibilities are agreed-upon, and level-set expectations for taking on the role • Following the interviews, interview team assembles to select the most appropriate candidate • President lets the candidate know they have been accepted • Notification is made to all those who were not accepted for the position • Candidate is introduced and officially voted in by sitting Board members • Assumes their seat as a presiding Board Member