

SELECTING AN INDEPENDENT NON-EXECUTIVE DIRECTOR: QUESTIONS FOR THE CANDIDATE

- How well does he/she understand corporate governance and does this sit comfortably with the approach taken by your board?
- Does he/she have experience or knowledge of the particular type of organisation that you are? This is important for both parties, as experience in one area does not necessarily translate well to another.
- What functional skills and experience does he/she offer the company, and how would these complement skills already available to the Board?
- Where does he/she see their potential to make a contribution?
- What sort of interaction has he/she had with boards?
- What personal qualities does he/she bring to the company, and are these what the board needs?
- How will the candidate 'fit' with the rest of the board in terms of style and personality? This will generally represent a subjective judgement based upon empathy developed during the interview process and cannot be determined from reading a CV.
- What experience does he/she have in the organisation's industry? Where there is none, have any steps been taken to gain any knowledge prior to the meeting?
- What have been the achievements of his/her career to date, and what is the motivation, immediate and longer term, in coming forward for this part-time, non-executive role?
- What are his/her experiences as a director, whether executive or non-executive? What did they learn from them, and how does he/she look back on these?
- How much time does he/she expect to make available relative to the needs of the position?
- How does he/she rate in terms of honesty, integrity and an ethical perspective on your business?
- Who would be suitable referees to speak to about his/her suitability for the position?