

Omni Commons Officer-Elect and Officer Selection and Responsibilities

Purpose of the Officer-Elect Position

Having officers-elect:

- enables OC to train future officers to perform the duties of the officer positions, ensuring continuity;
- provides support to the officers to carry out important administrative tasks;
- builds in redundancy in case an officer cannot continue in their position before their term is up;
- provides the opportunity to serve as an officer for people who might be unlikely to take on a position because they feel they lack capacity or necessary skills.

Officer-elect Responsibilities

An officer-elect shadows and assists the serving officer in order to learn the position. By becoming an officer elect, they are committing to serving as the officer at the end of the current officer's term.

Officer-elect Minimum Qualifications

- Already be a member of an OC collective or an active OC volunteer
- Be able to work collaboratively
- Be reasonably able to commit to time required for the position on a weekly basis for the following 2 years
- Be fluent in speaking, reading, and writing English
- For treasurer, have basic math skills and basic familiarity with spreadsheets

Officer-elect Selection Process

1. When there is an open officer-elect position, the Omni Commons board (aka delegates) will publicize the position and ask for nominations. Nomination recruitment will be carried out for a minimum of 2 weeks before the meeting where selection will take place. People will self nominate.
2. After a minimum of 2 weeks recruitment AND when there is at least 1 nominee for each open position, presentation of the officer-elect will be placed on the agenda for a board meeting (aka, delegates assembly).
3. The process at the presentation meeting is as follows:
 - A. Each nominee will introduce themselves and have an opportunity to state why they would like to serve as an officer-elect and, eventually, officer of Omni Commons.
 - B. Delegates will have an opportunity to ask informational questions about the nominees' qualifications and capacity for carrying out the officer role to which they are nominated. Debate about the merits of the different candidates will not be allowed in the meeting or over email.
 - C. The nominee's statement, and the questions and answers will be recorded in the notes.
 - D. Delegates will share this information with their collectives and each collective will discuss and choose which nominee(s) they support. If there is more than one nominee for a position, the collective will decide which nominees are acceptable and which is their first choice. If there is

only one nominee, the collective will decide if the nominee is acceptable. The delegate will represent this choice in the selection process which will take place at the next delegates assembly.

4. The selection process at the subsequent meeting is as follows:

- A. The meeting facilitator will pass out to each delegate one blank sheet of paper for each open position.
- B. For each open position, each delegate will list all their collective's acceptable choices, and indicate their first choice.
- C. The OC President and Secretary will collect the papers and tally the results off to the side of the meeting. Each candidate will receive 1 vote for each time they are listed as "acceptable." The candidate with the most acceptable votes and at least $\frac{2}{3}$ of the quorum present wins. If there is a tie, the nominee with the most first choice votes wins. If there is still a tie, the existing 3 officers will vote between the tied options.

5. At the end of 1 year, existing officers will make a recommendation to the delegates whether each officer elect should assume the officer position. Delegates will vote to reaffirm the new officer by majority vote.

Blocks will not be allowed because this is not a consensus process.

- A. If at any time an existing officer comes to believe that the officer-elect should not assume the officer role, the officer may make a negative recommendation to the delegates who will decide what to do at that time. For example, they may: allow the officer-elect to continue; choose a new officer-elect; extend the term of the current officer; select a new officer, or other actions they may agree are appropriate.

Note

Considerations in the development of this process:

1. Prevent public critique of people who are nominated. Public critique discourages people from accepting nomination or nominating themselves, and sows discord and conflict.
2. Incentivise people who become officers-elect to go through with becoming an officer while at the same time decreasing the chance that someone who can't handle an officer position would assume that role.
3. Isn't too onerous or time-consuming
4. Is fair to, and supportive of, nominees and officers-elect.