

**Agenda Item 3.1: Updates on Governing Bodies Recruitments
Recruitment**

Summary:

At the Board meeting in March 2026, the Nominations and Governance Committee (NGC) updated the board on progress made towards the recruitment for vacancies within the Board of Trustees and the plan for 2026 governing bodies recruitment campaign. It was expected that the newly appointed trustees would join the Board from 16th May while the NGC continued its recruitment efforts. Unfortunately, with a recent resignation and non-acceptance of appointment, the NGC has adjusted its plan, and this paper provides the Board with the latest developments including timelines and actions.

Action Required:

The Board of Trustees is requested **to note** the progress made so far by the Nominations and Governance Committee, including additional development, (if any), that the NGC Chair may provide during the meeting.

Latest developments

At the Board meeting in March 2026, the Nominations and Governance Committee (NGC) updated the board on progress made towards the recruitment for vacancies within the Board of Trustees and the plan for 2026 governing bodies recruitment campaign. The Board welcomed Jack Ruddenklau as a trustee to his first meeting, while having Dr Vuyiseka Dubula-Majola and Dr Isatou Touray, as observers. The two observers were expected to join the Board from 16th May 2026. Unfortunately, on 20th April Dr Vuyiseka Dubula-Majola informed IPPF of her inability to join the Board from 16th May as initially agreed to due to *“recent developments on her side that are related to a particularly demanding period with additional responsibility with less capacity in her current employment”*. She requested that her appointment be deferred to early 2027, which is not in line with our constitutional arrangements. This creates a new vacancy to be filled alongside a resignation on 7th May of Professor Nynke Van Den Broek from RAST-C.

As a result, the composition analysis of the governing bodies has been updated, and the NGC has held several meetings with the Secretariat staff involved in the recruitment exercise. Perret Laver has also been contracted to support the NGC in its recruitment efforts.

As it currently stands, there are two anticipated vacancies within the Board of Trustees: one vacancy from 16th May and another one that will arise in October; three overdue vacancies for the RAST-C, one from Prof Nynke Van Den Broek’s resignation and for October; two vacancies for C-SIP in October; three vacancies for the Membership Committee and one vacancy for the NGC in July 2026. These recruitments will enable these governing bodies to balance the requirement of “at least” 20% Youth and 50% women together with the geographical and skills-set diversity.

Proposed Timeline and Actions

April – Governing bodies composition analysis

- Composition analysis with details around the requirements for each governing body
- Update on recent resignation/non acceptance of appointment and adjustment to recruitment plan
- Contractualization of Perret Laver to support the process
- Initial meetings with the NGC to discuss and agree on priorities and lessons learned from previous recruitment exercises

May Meeting – Kick-off & Alignment

- Kick-off meeting with NGC, Perret Laver and Secretariat staff involved
- Confirm role specifications, selection criteria, and composition priorities.

(This includes expedited recruitment for urgent gaps as identified with through the composition analysis)

- Review composition analysis in detail (including geographic considerations)
- Agree process, governance, and approval checkpoints
- Begin process for BoT external appointment. Candidate engagement and research across the sector end May - end June

June – Internal Pipeline & Sourcing Launch

- Launch internal promotion / engagement activity
- Map internal MA volunteer pool against role requirements (including gender, youth, geography)
- Begin targeted external search where required
- Initial screening and longlisting

July - Shortlisting & Interviews

- Finalise shortlists across committees
- Begin interviews (priority roles: C-FAR youth role and any BoT dependencies)
- Ongoing internal candidate engagement and pipeline development

August – Shortlisting & Interviews - *dependent on candidate availability*

- Complete shortlisting across all roles
- Conduct interviews
- Apply composition balancing (gender, youth, geographic representation) during selection

Early September – Final Selection & Board Readiness

- Final candidate selection decisions
- Prepare documentation for NGC / Board review
- Ensure candidate recommendations are ready for September board meeting

September–October – Approvals & Due Diligence

- Formal approvals via NGC / Board processes ahead of October–November 2026 appointments
- Due diligence and referencing
- Transition planning and onboarding preparation

July–November – Staggered Appointments

- May: BoT (external)
- July: C-FAR (internal youth)
- October: Membership Committee (3 roles) + NGC youth role
- November: BoT (internal)
- RAST-C and C-SIP appointments aligned across this period