

Constitution of the GAMBICA NextGen Council

Scope & Objectives

GAMBICA NextGen serves as the voice of the early career professionals within GAMBICA member sectors and aims to shape the future of our industry. NextGen are led by the NextGen Council, whose key objectives include, but are not limited to:

- Complement the experience in the current GAMBICA strategic governance structure
- Invite fresh ideas and diversity of thought from the perspective of rising stars and future leaders
- Gain fresh input to GAMBICA's strategic direction
- Spawn new initiatives to meet the needs of the next generations of engineers, scientists, and leaders
- Support the personal development of Council members
- Provide early career professionals with experience in the operation of an industry association
- Support the professional development of young talent within member companies
- Help council members and the wider community of young talent build an extended network

Membership

The NextGen Council comprises up to 18 Council Members and at least one GAMBICA Staff Member. The criteria for joining the NextGen Council, or the NextGen Consultancy Group (details on page 2) are set out below:

- Members shall be employees of a GAMBICA member company.
- At the time of joining the Council, Members shall be within the first 10 years of their career in a GAMBICA sector.
- Individuals putting themselves forward must have the approval of their manager.

The recruitment process for members joining the Council is detailed in the '*NextGen Recruitment Process*' on the NextGen Teams channel.

Diversity & Inclusion

A key goal of the Council is to aim for diversity and inclusivity in its membership. The Council will do this by promoting applications from individuals with diverse backgrounds but will avoid the prescription of diversity quotas and excessive oversight in this process. In light of these goals, the Council asserts that:

- Nominations should be solicited *directly from applicants*. The Council will work with member organisations and senior contacts to promote the sharing of opportunities across their whole businesses.
- When a new member of the Council is required, nominations shall be reviewed by the Council. The review process will be blind, with all identifying information only available to a GAMBICA staff member. See '*NextGen Recruitment Process*' for more detail.
- The Council should be constantly monitored to aim for diversity in all aspects. A major review of the Council Membership shall be performed every three years (first review: May 2025) or, if deemed necessary by a majority of the Council, at any time before that.

Council Roles:

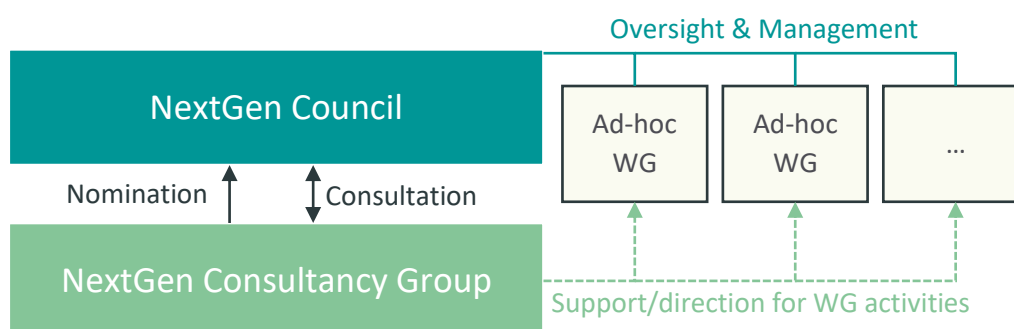
The Council will operate initially with no defined roles and no individual chairperson; instead, the role of Meeting Chair will rotate every three meetings (two virtual and one in person) through a list of those who have nominated themselves. The role of Meeting Chair will be to help ensure meetings are run effectively and that all Council

Members' views are represented. This situation shall be reviewed after one year of operation or, if deemed necessary by a majority of the Council, at any time before that.

Meeting dates will be set with the aim of ensuring the meeting chair is available. If the defined meeting chair is absent, the role will fall to the next in line for that meeting only.

Engagement and Operation

Individuals within member companies who fit the criteria to join the Council, shall be recruited into a Consultancy Group (NextGen CG) if no Council seats are available. The membership of this Group shall be unlimited, and those in this Group shall provide input into the direction of the Council and support for activities initiated by the Council.



NextGen Council engagement with Consultancy Group and Working Groups

The process for NextGen CG members joining the Council is detailed in the 'NextGen Recruitment Process' on the NextGen Teams channel.

Operating Procedures:

The Council shall aim to meet in-person quarterly and meet virtually every month in between quarterly meetings. In-person meetings will have the provision for members to join remotely, but all members should place a priority on attending in person. Meeting locations should aim to move around the country and utilise member sites where possible.

The Council shall have the ability to create Working Groups (WGs) to address particular topics of interest. Members of WGs may be made up of Council Members as well as members of Advisory and Consultancy Groups.

The quorum for the Council will be 50% of the membership.

To foster open dialogue, certain discussions in Council meetings will be conducted under the Chatham House Rule. This allows members to use the information shared, but the identities and affiliations of the speakers or any other participants must remain confidential.

Amendments to the Constitution:

Amendments to the Constitution may be proposed at any time. Proposals to amend the constitution must be approved by approval of a minimum 50% of Council Members.