

GAMBICA NextGen Recruitment Process

NextGen Consultancy Group

All NextGen Council and NextGen Consultancy Group (CG) members should aim to get Young Professionals signed up for the Consultancy Group: (www.gambica.org.uk/activities/nexxtgen)

Information required on joining: **First Name, Surname, Email, Company, GAMIBCA Sector(s)**

Upon signing up, new additions to the NextGen-CG should be sent a welcome email detailing the below (non-exhaustive list):

- Welcome from the current chair
- Current members of the NextGen
- Details of initiatives underway at that time and any opportunities to join working groups.
- Request to sign up as STEM ambassador (and details on how to do this)
- Process for nomination to the NextGen Council (when spots open up).

NextGen Council

When a space becomes available on the Council:

- The Council convenes to select a new member, based on:
 - a Participation of NextGen-CG members in Working Group activities.
 - b Evaluation of blind nomination forms by each member before the meeting.
- After deliberation, the Council votes to extend an offer to a potential new member.
- In case of a tied vote or multiple strong candidates, the Council may admit more than one member. Should this occur, the next member to leave the Council won't be replaced, maintaining Council membership close to 16, with a flexibility cap of 18.

Ensuring Fair Representation

Each Council member represents one or more of the GAMBICA sectors, and the Council aims to maintain a representation of all sectors. Therefore, the following rules apply:

- Each sector shall have a minimum of 1 representative
- Each sector shall have a maximum of 8 representatives

To help ensure that applications for open spots on the Council are received from all sectors, the sector composition of the NextGen-CG will be monitored by GAMBICA. GAMBICA will also monitor nominations to avoid any single member business having too much representation on the Council.

Should any Council member move businesses to another GAMBICA member company, their place on the Council will be reviewed by their new employer, the Council member, and GAMBICA to ensure their continued participation does not cause any issues for any party.