



## **Call for Reference Group**

### **To review Terms of Reference of the Independent Election Committee**

In June 2021 the ICM Council decided to establish an Independent Election Committee that will support the Council in the election of new Board Members. The ICM Board has agreed to work with a governance expert (external consultant) to develop the Terms of Reference for this committee. The final Terms of Reference will be presented to the ICM Council for approval in June 2022. To ensure a diverse and thorough review of the Terms of Reference, the ICM Board invites midwives from ICM's Member Associations to be part of the Reference Group that will review the Election Committee Terms of Reference as these are drafted.

### **Membership and Scope of Work**

The Reference Group will consist of six midwives, one from each of ICM's regions. The ICM Board wishes to see a diverse group reflecting ICM's diverse membership. The work is expected to take 2-8 hours in total and includes a review of the draft documents prepared by the governance expert in two rounds and might also include participating in one or two meetings with the whole group. The work language will be English. Group members are expected to be available during January-February 2022 and must keep all discussions and content confidential. Participating as a member of the Reference Group will NOT create any ineligibility for any members who later apply to be part of the Independent Election Committee or to stand for election as a Board Member.

### **Criteria**

- Member of a Midwives' Association that is an ICM member.
- Has significant knowledge, skills and experience in governance.
- Is fluent in speaking, reading and writing English and able to participate in a consultation process that will use English for communication.
- Is available to participate as required during January and February 2022
- Is able to commit to the time required (2 – 8 hours)
- Has demonstrated understanding of and commitment to the concepts of Justice, Equity, Diversity and Inclusion and their implementation within ICM

### **Application**

To apply to be a part of the Reference Group that will review the Terms of Reference for the Independent Election Committee, please send a short CV highlighting your governance experience (max 1 A4 page, Calibri font, size 11) as well as a motivational letter (max 1 A4 page, Calibri font, size 11).

Your motivational letter should include

- Your motivation for applying and why you think you would be a suitable group member
- Extended information about your governance skills, knowledge and experiences (as listed in CV)
- Your commitment to working with Justice, Equity, Diversity and Inclusion (JEDI)

- Note of your experience with the ICM Council and/or Board (as Council Delegate or Board Member)
- The name of your Midwives' Association and a proof of your membership (attach as separate file)

We look forward to receiving your application by **5<sup>th</sup> December** to [info@internationalmidwives.org](mailto:info@internationalmidwives.org). Please write 'Application: ToR Reference Group' in the subject line.

### **Selection**

The Board will select the Reference Committee based on the criteria listed above and with a commitment to select a Reference Group that is diverse as far as possible.

All applicants will be contacted by the end of December 2021 to be informed about the selection result.

Best regards,



Sally Pairman  
Chief Executive