



Proposed changes to Junior Vice President Election

CIWM Volunteer Strategy 2024

Background

Over the last two years CIWM has been investigating alternative options for delivering our volunteering experience to increase the benefits of volunteering both for the volunteers and the members. As part of this the Volunteer Strategy Steering Group have looked at all elements of the volunteering offer including the structures and processes that support it. This document outlines changes to one of those areas.

Any changes to the structures or processes which are outlined in CIWM Practice Directions can be changed by the CIWM Trustee Board (General Council). Any changes to the structures or processes which are outlined in other parts of the CIWM Constitution will be subject to a vote by members at an Extraordinary General Meeting (EGM).

Who is the Junior Vice President and how are they currently selected

The [CIWM Presidential Team](#) perform an essential role in the leadership, direction and voice of CIWM. The team is made up of the President, Senior Vice President, Junior Vice President and Immediate Past President.

All members of the Presidential Team are CIWM Trustees (General Councillors), joining the [Trustee Board \(General Council\)](#) when they become Junior Vice President.

The CIWM Junior Vice President is an Honorary Officer and is currently appointed as outlined in Practice Direction 2 of the CIWM Constitution.

Only Fellows can apply to become the Junior Vice President and those interested in applying for the role must be nominated or sponsored by either three Trustees (General Councillors) or by a Centre Council.

The applicants submit a personal statement and a CV to CIWM by 31 December each year.

Once the applications and nominations have been checked for completeness the application details are shared with the Centre Councils who discuss the applications with their Members' Representative. (Members' Representatives represent members in their region and meet three times a year as the CIWM Members' Council, which also includes the Presidential Team.)

Applicants are asked to attend the first Members' Council meeting of the year to present their application. Those on the Members' Council then vote for their preferred applicant - with the applicant with the most votes declared as the Junior Vice President Elect. The result is announced at the Members' Council meeting.

The result of the election is then presented to the next Trustee Board (General Council) meeting.



The Junior Vice President Elect becomes the Junior Vice President at the Presidential Inauguration, which is usually held at the end of June. On this date the previous Junior Vice President becomes the Senior Vice President, the Senior Vice President becomes the President and the President becomes the Immediate Past President.

There is no sifting or assessment of the applications before they are sent to the Centre Councils. All applicants are put forward for presentation or vote. Occasionally an applicant will withdraw, for example if they have a change in circumstances.

The role of the Presidential Team -

- The President represents CIWM at various events acting in an ambassadorial role and is a key spokesperson for CIWM.
- It has become traditional for the President to set out one or more themes for their year in office. These themes are often initially developed as part of their application to become Junior Vice President and then may also be reflected in a 'Presidential Report' developed during the Senior Vice President year and launched around their inauguration as President.
- The President may attend international conferences or congresses and events in the UK including dinners with other member organisations, opening of new facilities or social engagements. This often includes a speaking opportunity to talk about the work of CIWM, activities in the sector or the [Presidential Report](#).
- The President has a role as guardian of the professional standards of CIWM.
- The President is a CIWM Trustee and has a role in ensuring CIWM meets its charitable objectives.

Why is a change recommended?

Feedback gathered by the Volunteer Strategy Steering Group and shared by Members Representatives is that there is an inconsistent approach to how the Junior Vice President is currently voted for, with some Centre Councils telling their Members' Representative who to vote for and others leaving it to the discretion of the Members' Representative on the day of the presentation. Some Members' Representatives have also fed back that due to the importance of the Presidential Team, more members should have an opportunity to vote.

What are the suggested changes?

To allow more members to directly engage with and influence who becomes the Junior Vice President it is recommended that instead of a vote at Members' Council there will be a vote by both Fellows and Members' Representatives.

Centre Councils and Trustees will retain their role in nominating Fellows to apply for the post of Junior Vice President but candidates will also be able to be nominated by other Fellows.

When applications are received these will then be provided to all Fellows, Members Representatives and Centre Councillors, along with a video presentation from the candidates.

Although members at other grades will not receive the full applications they will be able to view the candidate videos both to allow them to also contact their Members



Representative with any feedback and also to provide additional promotion for the candidates and to raise the profile of the Junior Vice President role.

All Fellows and Members' Representatives will be provided with a way to vote for their preferred candidate online. (Where a Members' Representative is also a Fellow they will be able to allocate their vote to someone else from that region to vote on behalf of that region's members.)

The person with the most votes will become Junior Vice President Elect. The result of the election will be presented to the next Trustee Board (General Council) meeting and the Junior Vice President Elect will become the Junior Vice President at the Presidential Inauguration.

In addition, in order to provide greater support for applicants the deadline for applications will be moved to 31 January, instead of 31 December.

What are the benefits of these changes?

- Raises the profile of the Junior Vice President with members which may result in more applicants for professional grades as these are the only route to the Junior Vice President role
- Provides more promotion of the applicants for Junior Vice President which may result in increased applicants in the future
- Gives applicants, who have put in significant effort in creating their applications, more promotion and coverage even if they are not successful in gaining the post
- Provides more support for candidates as the deadline will not be during the Christmas break.

What are the risks with these changes and how will these be mitigated?

Fellows will not engage with the process and so the changes do not deliver some of the benefits above – details of the voting process and the importance of voting will be communicated to Fellows in various formats to encourage them to get involved. It is very likely that all Members' Representatives will vote and this will provide at least the same level of reach as the current process.

Centre Councils will feel that they do not have sufficient influence over the role of the Junior Vice President – Centre Councils will still be one of the routes through which candidates for Junior Vice President are supported and will still be able to influence the vote and so will still play a key role in the appointment process.

How can I feedback my views on these proposals?

Views can be emailed to volunteers@ciwm.co.uk and these will then be shared with the steering group when they meet in December 2024.

What are the next steps?

Once the Volunteer Strategy Steering Group have completed the consultation process they will determine whether to proceed with the proposals or to change them. Once the proposals are agreed these will either be planned for implementation or, if they require a vote of the members, an Extraordinary General Meeting will be held.