

## **WEF Trustee Application - 2022**

### **Trustee/Officers qualifications:**

WEF trustees, including the officers, come from a wide variety of experiences and backgrounds. Ideal candidates will have a passion for water, the people who work in the sector, and the communities served by the sector, as well as a curiosity that compels them to ask probing questions and seek new solutions. They will also be open-minded, collaborative, and have a vision for how WEF can better serve its constituents. In inter-personal interactions they will be frank and truthful while also able to listen and accept information from others even when it contradicts one's personal experiences.

Ideal candidates will have leadership experience that includes:

- Executive management
- Financial acumen and/or operational expertise
- Strategic and/or change leadership experience
- Policy experience
- A demonstrated commitment to diversity, equity, and inclusion
- Prior board or governance experience
- Executive oversight experience
- Connection to strategic partners or sectors outside of WEF

In 2022 we are looking to increase the diversity of our board background to better represent the diversity of our membership. We are especially interested in attracting candidates that currently work in the manufacturing, operating, and/or utility sectors.

WEF's commitment to diversity, equity, and inclusion (DE&I) is outlined in WEF's DE&I policy, which can be accessed here: [wef-diversity-equity-and-inclusion-policy.pdf](#)

*Note: While the qualities listed above are desired, it is not necessary for an applicant to have experience in all these areas.*

### **Trustee duties:**

WEF trustees have fiduciary, governance, and strategic responsibilities for the organization. They set the strategic direction and governing policies for WEF, as well as provide budgetary oversight, general programmatic direction, oversight of committees, task forces, and standing programs, and establish membership dues. The trustees also select, hire, evaluate, and establish contract terms for the executive director.

The WEF board meets in-person in North America four to five times per year for approximately three days and at various times for shorter virtual meetings. Trustees are expected to travel to

Member Association meetings and other assignments as needed. WEF trustees serve three-year terms beginning in the fall, immediately after WEF's annual conference (WEFTEC).

WEF covers reasonable travel expenses for its trustees.

**Vice-President duties:**

The Vice President shall serve a term of one year beginning at the conclusion of the WEF annual conference (WEFTEC). The Vice President shall automatically succeed to the office of President Elect for a one-year term, then to the office of President for a one-year term, and finally to the office of Past President for a one-year term. Individuals are limited to one full term in the office of President, President Elect, and Vice President except for an individual appointed to fill a vacancy who may serve for the unexpired term in office which they fill, and an additional one-year term in the office.

**Application and selection process:** Trustee and officer applications are due by midnight on Tuesday, May 31, 2022. After receiving applications, the five members of the WEF Nominating Subcommittee will review the applications. Finalists for a position will be selected for interviews. References for applicants who are finalists may also be consulted. The Nominating Subcommittee will provide a slate of nominees to the WEF Board of Trustees to be considered at its July meeting. If the slate is approved, applicants will be informed as to whether they are nominated, and the slate of nominees will be forwarded to the WEF House of Delegates for approval.

**Applicant information:** Name, address, phone, email address, WEF membership number.

**Applicant experience:**

**Trustee application** [APPLY NOW](#)

*Note: All responses have a 400-word limit unless stated otherwise.*

1. Please describe a time when you were part of leading and/or implementing a strategic vision or change. Include your role, hurdles, and insights you encountered, the impact it had, and the lessons you would bring with you to the WEF board.
2. How do you envision helping to advance WEF's strategic plan during your term on the Board?
3. The Water Environment Federation (WEF) maintains diversity, equity, and inclusion as core principles of the organization's mission. Trustees must lead by example in upholding these principles. Please tell us about your experience as an advocate for diversity, equity and inclusion, as well as specific activities or initiatives you have been involved with, and insights you have gained from your experiences.

4. An important role for WEF trustees is to connect WEF to the broader water sector and adjacent sectors that could have strategic relevance. What strategic partnerships or relationships would you bring as a member of the WEF board?
5. From your perspective, what are one or two of the most pressing challenges facing WEF and/or the water sector, and what do you think WEF's response should be?
6. Have you discussed your application to become a WEF trustee with your employer? (YES/NO)
7. Have you received approval from your employer to the time commitment required of WEF trustees and do they understand that you will have significant travel? (YES/NO)
8. Optional: You may use this space to describe anything we need to know relative to your ability to commit to the time and travel expectations.

**Vice-President application [APPLY NOW](#)**

1. Please describe a time when you were part of leading and/or implementing a strategic vision or change. Include your role, hurdles, and insights you encountered, the impact it had, and the lessons you would bring with you to the WEF board.
2. How do you envision helping to advance WEF's strategic plan during your term on the Board?
3. The Water Environment Federation (WEF) maintains diversity, equity, and inclusion as core principles of the organization's mission. Trustees must lead by example in upholding these principles. Please tell us about your experience as an advocate for diversity, equity and inclusion, as well as specific activities or initiatives you have been involved with, and insights you have gained from your experiences.
4. An important role for WEF trustees is to connect WEF to the broader water sector and adjacent sectors that could have strategic relevance. What strategic partnerships or relationships would you bring as a member of the WEF board?
5. From your perspective, what are the one or two most pressing challenges WEF over the next 4 years, and how would you use your role as the presidential officer (i.e. vice-president through past-president) to help address them?
6. One of the most important responsibilities of a board is oversight of the organization's executive. Per WEF policy, the president and president-elect are tasked with leading this process. Please tell us about your understanding of the distinction between the board's role and the executive's role in leading WEF. Also, please describe any experience you have with executive oversight (including hiring and transitions) and any lessons you have learned through that experience. You may include your own experience as an executive that answers to a board. *Note: please do not include names or other confidential information that you are not authorized to share.*
7. Have you discussed your application to become a WEF vice president (with progression through presidential officer roles) with your employer? (YES/NO)
8. Have you received approval from your employer to the time commitment required of WEF vice presidents (and sequential presidential officer roles) and do they understand that you will have significant travel? (YES/NO)

9. Optional: You may use this space to describe anything we need to know relative to your ability to commit to the time and travel expectations.

**Other information requested:**

Resume - Ensure that your resume highlights any past board experience (non-profit as well as for-profit organizations), and other relevant non-profit leadership (2-page maximum).

References - Please list up to three references with their information (professional position, email address, phone number, postal address). References may not include current WEF Board members or members of the WEF Nominating Subcommittee. References may be contacted by the WEF Nominating Subcommittee as part of the selection process.