

### **D13 Strategic Search Committee (Theme-based)** **策略遴選委員會(重點發展領域)**

#### **Terms of Reference**

1. To lead the worldwide search for suitable candidates for recommendation to the Strategic Academic Appointments and Development Committee (SAADC), and to develop/enhance academic strength in a strategic development area as decided by the President's Executive Committee.
2. To actively source and pursue potential outstanding candidates through local and international advertising as appropriate, networking, referrals, solicitations, nominations and/or other appropriate means, for vacant positions in specific strategic development areas or for vacant Named/Endowed Professorships (if no internal candidates can be identified).
3. To prepare job specifications and advertisements for vacant positions as appropriate. For appointments at Chair Professor level in a designated area with a pre-defined specialism title, the specialism title shall be proposed in consultation with the Deputy President and Provost, for approval by the President.
4. To evaluate all applications and nominations and recommend suitable candidates for strategic appointment to the SAADC. In warranted cases, to make recommendations to the SAADC for direct appointment or appointment via a simplified procedure where necessary and appropriate.

#### **Operational Protocols**

The operational protocols, with the exception of the term of appointment, shall strictly follow those of the staffing committees at University level, including but not limited to the quorum requirement, eligibility for participation in meetings/deliberation and casting of votes, use of anonymous voting and voting rules, declaration and handling of conflict of interest, and confidentiality.

#### **Composition**

The Committee shall consist of at least 5 persons, and up to 9 persons (including the Chairman).

#### **Chairman**

Dean of Faculty/School or above or a senior academic who is a Chair Professor

#### **Members**

(At least 4 and up to 8 members, to be nominated by the Chairman)

- Normally consists of Heads of Unit concerned
- Chair Professors with expertise related to the strategic development areas.

### **External Advisors (where necessary)**

Normally up to 5 external members who are world-leading experts in the strategic development areas, with the following roles:

- To recommend strong candidates to the Strategic Search Committee for consideration.
- To provide assessments of candidates referred to them by the Strategic Search Committee or the SAADC.

### **Secretary**

To be appointed by the Chairman.

### **Term of Appointment**

It is a committee at University level. The Chairman and all members are appointed by the President normally on a three-year term, and their chairmanship and memberships may be renewed. External advisors, where necessary, can be nominated by the Chairman, and appointed by the President.

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