

Human Capital Advisory Council (HCAC) Member position description

Position Title: Human Capital Advisory Council (HCAC) Member

Reports To: HCAC Chair, a Member of EO's Global Board of Directors

Level: Tier 2

Term: 3 years

Purpose: To provide expert advice and guidance to the Board on issues related to executive recruitment, executive performance, executive remuneration, Board performance, and general human capital issues and trends affecting EO.

Key Responsibilities:

- Attending approximately five (5) calls a year plus travel to GLC for an in-person HCAC meeting.
- Participate in CEO recruitment and performance management.
- Help to develop, improve and conduct the Board's evaluation process.
- Oversee large-scale human capital initiatives and serve as a resource to EO's HR executives.
- Propose and advise on human capital compensation benchmarking and benefits in coordination with the Executive Team.
- Participate in the selection and evaluation of Independent Board Directors when requested.

Qualifications Desired:

- Has Board experience outside of the Entrepreneurs' Organization.
- Owning and operating a multi-geographical team and/or advising companies in doing so.
- Experience hiring C-suite executives outside of your physical geography and/or in HR services.
- Ability to commit to a 3-year term.
- Strong understanding of human capital trends and issues.
- Excellent communication and interpersonal skills.
- Experience in executive recruitment and performance management.

Applying and accepting a PoL role may require that you choose between the PoL role and being an EO trainer or facilitator. Per EO's Conflict of Interest Policy, Tier 1 member leaders may not be EO Trainers or Facilitators. Tier 2 and Tier 3 member leaders will be reviewed on a case-by-case basis to determine potential conflict of interests under the policy.

