

## Search Process – Overview

Our process for a genuinely thorough and global executive search encompasses four key stages, each with a distinct outcome.

These include:



**Stage 1:** Briefings and consultations with key stakeholders, resulting in a position profile, a booklet providing details of the appointment, and a public advertisement for the position.

**April-May**



**Stage 2:** Identification of potential candidates involving proactive outreach to sources of information, prospective candidates and candidates applying directly through the public advertisement, culminating in a long list for NSCAD Presidential Search Committee consideration.

**May-June**



**Stage 3:** Perrett Laver assessment of candidates on the long list, including meetings to explore candidates' achievements and experience against the selection criteria, to identify a short list of candidates for NSCAD consideration.

**July**



**Stage 4:** The NSCAD interview process and formal referencing, including two rounds of interviews with the Presidential Search Committee and meetings with a cross-section of the NSCAD community. This stage concludes with a decision and negotiations with the successful candidate.

**August-September**