

Trustee Board

IMechE – 2026 elections for the Trustee Board – nominations from the Nominations Committee

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Representative of:	Nominations Committee
For decision, discussion or information:	Information
Commercially sensitive information included:	None

To all members of the Trustee Board including co-opts and observers

1. A paper was presented to TB in November 2025, and this provided the guidance for this year's Nomination Process.
2. For the 2026 election process, we operated in a hybrid mode whilst waiting for the Privy Council to approve the new By Laws. The most significant change was that we made more members aware of their potential eligibility to be Deputy President (DP). Even with this additional list of potential names, NomCo had no applications which they were prepared to endorse.
3. NomCo has been operating successfully since 2020 supporting numerous appointments processes for members of Governance committees. Throughout this time, TB has either approved or noted our recommendations. Our current processes are available for all to read via:
 - <https://www.imeche.org/about-us/imeche-governance/committees/nominations-committee>
 - <https://www.imeche.org/docs/default-source/1-oscar/About-us/governance/nomco/nomco---candidate-selection-process-flowchart--table-version-with-timeline-for-website.pdf?sfvrsn=2>
4. Following feedback from TB and from Council via Ben Vallely, we have been taking steps to strengthen our independence and clarify our role by considering revisions to our Terms of Reference. It is planned to submit a revised NomCo Terms of Reference for approval once a planned IMechE standard Terms of Reference template is available for all to use.
5. NomCo received 17 applications and eight candidates were shortlisted for interview. We operated a much more rigorous due diligence process which resulted in one candidate withdrawing due to conflict of interest.
6. Due diligence starts with the application form where candidates are also asked to self-certify. The Governance staff then undertook checks covering:
 - Membership checks – subs, member type
 - External – bankrupt, disqualified
 - Internal complaints process
 - Social media review
 - Senior staff and senior TB representatives review
7. The Board is asked to note that the searches, including the social media checks, were largely restricted to publicly available information and where candidates have a common name, it was often difficult to confirm it was them. However, no issues were highlighted. The IMechE may wish to consider using a specialist external agency for these checks in future to get better assurance from a wider data set. This could be done at final appointment stage to minimise costs and any appointment could be conditional to this.

8. However, to demonstrate improved Governance and separation from TB and Council, it was decided that NomCo would invite an independent external observer to join the new interview process which was being applied for the first time to all those chosen for interview from the shortlisting process.
9. We have the independent observer's CV and their summary report with observations on file from which I include an example statement at the end of her report:

"I can confirm that the interview process for the selection of candidates to be included in the list to be presented to the membership was planned and executed in a professional and fair way. All candidates were given a chance to 'shine' and the decisions were fair."

10. The members of the interview panel were also carefully considered. Each interview aimed to have six people present on the screen made up of:

Chair, NomCo	Isobel Pollock-Hulf
NomCo member - task lead	x
Past President and member of Council	x
Governance - AD	Sim Foreman (Interim)
Independent external observer	x
NomCo new member (fresh face) observer	x

11. All, but one, of the interviews were done on the same day, Monday 23 March, with one interview on Friday 13 March. The candidates were made aware of the panel size in advance and no issues were raised. For clarity, whilst Sim Foreman was on the panel, he was a non-voting member. Sim was able to share his views and opinion, as well as answer governance questions from candidates.
12. In all interviews, Panel members were unanimous in our conclusions and gave that feedback to all NomCo for their endorsement. Therefore, the list of names to be included on the ballot form, from those interviewed, are:
 - DP – no name
 - GT – Kevin Blacktop & Kavita Kumari
 - GT (under 30) - Anuradha Kamble, Jacob van Bergen and Joe Roberts-Percy.
13. All candidates will now be contacted to confirm whether they were successful or not and those unsuccessful, if appropriate, will be advised to consider other opportunities to volunteer e.g. Council election and other volunteer committees.
14. The Trustee Board will therefore need to consider what steps it needs to take to fill this vacant DP position. There are several options of which I highlight a few here and there may well be others:
 - a) Run the process again but very clearly under the new By-Laws and have a campaign to encourage applications from those eligible.
 - b) Permit and run the 12-signature route to encourage other suitable candidates to apply.
 - c) Leave the position vacant until the next election process thus adding more load to be shared by all Trustees.

Isobel Pollock-Hulf
Chair, Nominations Committee