

IMechE Nominations Committee - task update (May 2026 – July 2026)

Report author:	Isobel Pollock-Hulf Nominations Committee Chair
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, AND COUNCIL

UPDATE FROM NOMINATIONS COMMITTEE (NOMCO) MEETING ON 6 JULY 2026

1. NomCo noted that many outstanding actions had been streamlined and were either in progress or scheduled for future meetings. Governance actions will be reviewed following the meeting to ensure continuity as governance responsibilities transition following Sim Foreman's (SF) departure. Recruitment activities were progressing for a replacement for SF.
2. Helena Freitas had been appointed to join the Governance Team as Governance Executive (Committees and Projects) on 20 July.
3. NomCo was briefed on the recent independent Disciplinary Governance Review (Beyond Governance) of the Institution's disciplinary regulations. The review concluded that the existing framework was broadly fit for purpose but identified opportunities to modernise processes, terminology and governance arrangements. Trustees will consider the recommendations on 16 July before any substantive recruitment activity is undertaken for a permanent disciplinary leadership role.
4. NomCo has updated its Recruitment Process diagram and also drafted a Recruitment Principles document. The aim being to produce clearer, more practical documents without changing the underlying principles of NomCo's work. These documents will be added to the NomCo page on the website.

CONFIRMATION OF RECENT APPOINTMENT BY NOMCO

5. Members confirmed previous out-of-meeting approvals for interim appointments:
 - a) Phil Peel confirmed as the Past President representative on the IMechE Remuneration Committee.
 - b) Lisa Norcross confirmed as Interim Chair of IMechE Strategy Committee pending a substantive recruitment process before the 2027 Annual Meeting. It is likely that the IMechE Strategy Committee will be seeking new Ordinary Members to replace two standing down at the end of 2026; this will become a NomCo task in the autumn.

- c) NomCo also considered arrangements for the Disciplinary Board Chair role. Following a volunteer recruitment exercise, Lavina Vas (a Fellow and current member of the DP) was approved as Interim Disciplinary Board Chair.

UPCOMING TASKS

6. Audit, Risk and Assurance Committee

- a) NomCo Members discussed the task to find a deputy chair and an ordinary member for the newly renamed Audit, Risk, and Assurance Committee (ARAC).
- b) Newly appointed chair, Richard Guest, had reviewed the future composition and expectations of the committee and was seeking a more engaged and active membership model. Recruitment will therefore focus on appointing a Deputy Chair with relevant audit, risk or compliance experience, and an additional ordinary member. NomCo Members noted that future ARAC committee members would be expected to take a more active role in providing assurance and engagement with Operating Boards. It was also agreed that the Deputy Chair role should explicitly require previous governance, audit or board experience.
- c) Further details are available on the IMechE website [here](#). The closing date for applications is 10 August 2026.

7. Nominations Committee

- a) NomCo considered plans to recruit at least two additional NomCo members. It was agreed that increased capacity would be beneficial and boost resilience ahead of the 2027 election cycle. The Chair noted that the current Terms of Reference remain valid and can support an immediate recruitment exercise. Updated role and person specifications had been developed and received positive feedback.
- b) It is importance to actively promoting the role in order to attract strong candidates from across the Institution. Recruitment activity is expected to commence shortly, with the intention of appointing at least two new members before the autumn election planning cycle begins.
- c) Further details are available on the IMechE website [here](#). The closing date for applications is 30 July 2026.

8. Elections 2027 – task to commence in September 2026

- a) NomCo reviewed the outcome and learnings from the 2026 elections. Feedback will be given to the Project K review team. NomCo was delighted to receive so many applications from our members who wished to be considered as potential Trustees. The Trustee Board has been refreshed by four new Trustees with relevant skills and abilities.
- b) *Council:* The Committee also noted the Council 2026 election process and the NomCo decision not to ratify Council's recruitment arrangements. Members reflected on opportunities to improve understanding and engagement between NomCo and Council leadership.

- c) For the 2027 elections, NomCo looks forward to a stronger engagement with Council to have a ratified appointment process which broadens and strengthens the candidate pipeline for Council elected officers. To this end, the NomCo Chair has written to the Council Chair to encourage earlier and more proactive engagement with Council. This will enable NomCo to provide timely advice, support informed decision-making on appointments, and undertake appropriate due diligence.
- d) Full support and validation from NomCo will depend upon Council's commitment to align with NomCo's policies and processes. Without this alignment, Council will not fully benefit from the support and assurance that NomCo can provide.

Isobel Pollock-Hulf
Chair, Nominations Committee